

# 2024 Corporate Responsibility Report



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## ABOUT THIS REPORT

The Scotts Miracle-Gro Company's 2024 Corporate Responsibility Report is our thirteenth report and includes data and disclosures covering our 2023 fiscal year, unless noted. This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards (2021) and with consideration of the Sustainability Accounting Standards Board's (SASB's) Chemicals industry standard. We mapped our company's sustainability efforts to the United Nations Sustainable Development Goals (UN SDGs). Alignment with the UN SDGs is indicated by SDG icons.

We additionally reference our company's sustainability efforts and contributions. Our sustainability efforts are aligned with the following statement from the U.S. Environmental Protection Agency (EPA): To pursue sustainability is to create and maintain the conditions under which humans and nature can exist in productive harmony to support present and future generations.

The content of this report reflects the best information available concerning facility operations of each subsidiary of The Scotts Miracle-Gro Company, including The Hawthorne Gardening Company's operations and AeroGarden, unless specifically identified. Please see our [Investor Relations](#) page for consolidated financial statements.

Statements contained in this report, other than statements of historical fact, that address activities, events and

developments that the company expects or anticipates will or may occur in the future including, but not limited to, statements regarding our environmental, social, and governance targets, goals, objectives, commitments and programs and other business plans, initiatives, and objectives, are "forward-looking statements" that are subject to risks and uncertainties. As such, a number of the important factors could cause actual results to differ materially from the forward-looking information contained in this report, including, but not limited to, the precautionary statements included in this report as well as the following factors: global socio-demographic and economic trends, climate-related conditions and weather events, energy prices and technological innovations, consumer and client behavior, data limitations and uncertainty, legislative and regulatory changes, and other unforeseen events or conditions. Where possible, we have made corrections to prior reports and identified risks to future goals. However, The Scotts Miracle-Gro Company undertakes no obligation to publicly update or revise any forward-looking statements to reflect actual results, changes in expectations or events or circumstances after the date of this report.

Your input and feedback is important — please contact [sustainability@scotts.com](mailto:sustainability@scotts.com) with any comments or questions.

# LETTER FROM LEADERSHIP

To our stakeholders,

Our commitment to corporate responsibility takes many forms, from how we manage operations to the ingredients in our products that consumers rely upon in and around their homes. People put immense trust in our leading brands for lawns, gardens and hydroponic growing. They expect efficacy and safety. And they want them to work in concert with the environment. This trust extends to our company, where we strive to make the world a better place while doing the right thing for our associates, consumers, communities and planet.

The common thread that brings all this together is our purpose - to GroMoreGood, everywhere. Throughout our 2024 Corporate Responsibility Report, themes emerge that tie back to GroMoreGood. You'll learn how we're managing our energy use and emissions, reusing waste and developing sustainable solutions. We increasingly source locally for key growing media products and incorporate packaging with post-consumer recycled content where possible. We're making a difference, and what makes me just as proud is our work to support our communities and people.

But here's my view of what we can all take away from this report: We're doing more than providing people with resources to create thriving gardens and green spaces. Lawns, gardens and living things bring environmental benefits, too, in the form of carbon sequestration, water capture and reduction of heat islands. In a world facing climate change, we're uniquely positioned to make a positive impact.

Sincerely,



**Jim Hagedorn**  
Chairman, CEO and President  
The Scotts Miracle-Gro Company



**Jim Hagedorn**  
Chairman, Chief Executive Officer & President



**Matt Garth**  
Executive Vice President, Chief Financial Officer & Chief Administrative Officer



**Nate Baxter**  
Executive Vice President, Chief Operating Officer



**Chris Hagedorn**  
Executive Vice President & Division President of Hawthorne



**Dimiter Todorov**  
Executive Vice President, General Counsel & Corporate Secretary



**Julie DeMuesy**  
SVP, Chief Human Resources Officer and Chief Ethics Officer

# Who We Are

The Scotts Miracle-Gro Company is North America's leader in lawn and garden products serving consumers, retailers and cultivators with lawn, garden and hydroponic growing products. Our vision is to help people of all ages express themselves on their own piece of the Earth. Our purpose is to GroMoreGood, everywhere. We deliver on both by embracing our responsibility to be a trusted employer and solution provider delivering wide-ranging benefits to our associates, communities, consumers, customers and the planet.

In this section:

About ScottsMiracle-Gro

How We GroMoreGood



## ABOUT SCOTTMIRACLE-GRO

In 1868, our founder, O.M. Scott, opened a storefront in Marysville, Ohio, providing agricultural products to farmers. By the mid-1900s, the company became known for high-quality lawn fertilizers and grass seeds for consumer lawns and gardens. In the 1990s, Scotts and Stern's Miracle-Gro Products merged to become the company we are known as today, The ScottsMiracle-Gro Company. Through this merger and others, ScottsMiracle-Gro provides industry-leading brands such as Scotts, Miracle-Gro, Tomcat and Ortho for consumers along with hydroponic brands such as Botanicare, Gavita and others for cultivators. In addition, we are the exclusive agent of Bayer AG ("Bayer") for the marketing and distribution of consumer Roundup branded products in the United States and other specified countries. We also hold an equity interest in Bonnie Plants, LLC, a joint venture with Alabama Farmers Cooperative, Inc. ("AFC"), focused on the planting, growing, developing, distributing, marketing and selling of live plants.



We have approximately 5,500 regular associates and maintain operations at facilities in the United States, Canada, the Netherlands and China, where in fiscal 2023 we owned or leased 62 manufacturing, 16 distribution and six research and development properties.<sup>1</sup>

<sup>1</sup> The number of sites reported here reflects the information reported in the Company's 10K filing. The Company has opened and closed a number of sites throughout the year and continues to optimize its operational footprint.

## HOW WE GROMOREGOOD

We're committed to a world in which we GroMoreGood, everywhere. We focus our efforts in the following ways:



### In our communities

We support the creation of gardens and green spaces to transform neighborhoods, get kids outdoors and bring people together. We support the communities where we work and live as well as develop programs that help kids from underserved communities meet their full potential to become the leaders of tomorrow.



### For our associates

We put our people first by helping them to grow professionally and achieve their personal best, giving them paid time off to volunteer in their communities and taking a holistic approach to wellness and safety. We foster what we call a *LiveTotal Health* mindset.



### For consumers and customers

We provide consumers with products, knowledge and support to create their own gardens and green spaces, and through our Hawthorne Gardening subsidiary, we provide cultivators with solutions to support the efficiency and productivity of their indoor growing operations.



### For the planet

We aim to design and manufacture our products to work in concert with the environment while supporting the work of our environmental partners. Through these efforts we hope to contribute to a more sustainable future and inspire younger generations to GroMoreGood.



# Our Approach to ESG

Our work would not be possible without a strong leadership structure to provide accountability and direction on our ESG strategy, driving continuous improvement across the business and aligning our values with our actions to GroMoreGood.

## In this section:

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Governance

Stakeholder Engagement

Where We Stand On Important Issues

Materiality

ESG Focus Areas And Goals



# GOVERNANCE

## LEADERSHIP STRUCTURE AND BOARD OF DIRECTORS

ScottsMiracle-Gro's Board of Directors, our highest governing body, is composed of five standing committees with oversight of our business. These committees include Finance, Audit, Innovation & Technology, Compensation & Organization and Nominating & Governance. Each committee's charter can be found on [our website](#).

The Nominating & Governance Committee oversees environmental, social, and governance (ESG)-related policies, practices and goals that drive our performance and reporting. The Innovation and Technology Committee collaborates with the Nominating & Governance Committee on product-related ESG policies and practices. The chair of the Nominating & Governance Committee acts as the ESG liaison between ScottsMiracle-Gro's management team and the Board to drive collaboration in processes to identify and manage our impacts on the economy, environment and people, including human rights and climate change. The committee chair briefs the Board quarterly on our sustainability strategy and progress towards our climate-related initiatives. While executive compensation is not explicitly linked to ESG performance, both the Board and management team are highly invested in the performance and progress towards our ESG goals.

Diversity, across the company and including the Board of Directors, is important to us. When identifying and evaluating potential candidates for the Board, the Nominating & Governance Committee considers a combination of qualities including independence, judgment, character, ethics and integrity, diversity (including diversity of race, ethnicity, gender, education, experience, viewpoints, background and skills) and business or other relevant experience, skills and knowledge. The Nominating & Governance Committee also actively seeks to identify minority and women candidates to include in the pool of potential candidates.

We believe this diversity fosters an effective decision-making environment while promoting our company culture. In FY23, three of 12 directors are women, two identify as Hispanic/Latino and one identifies as Native American.

## ESG GOVERNANCE STRUCTURE

In 2023, we reviewed our ESG governance structure to drive performance toward our corporate ESG goals, leading to the implementation of a new structure in 2024 under which our Board of Directors continues to retain ultimate oversight over sustainability. The Nominating and Governance Committee receives quarterly ESG briefings. Matt Garth, Chief Financial Officer and Chief Administrative Officer, chairs ESG at the executive leadership level.

An ESG Steering Committee was also established and is responsible for driving achievement of our sustainability goals. It meets quarterly to review progress, set program goals and review investor ESG assessments and peer benchmarking. The steering committee relies on support from a cross functional team whose members include Operations, Supply Chain, Environmental Health & Safety, Research and Development, Human Resources, Marketing, Sales, External Affairs, Regulatory and Finance. This team drives ESG goals on a daily basis and conducts bimonthly meetings to align on progress and deliver a quarterly update to the ESG Steering Committee.



## BUSINESS ETHICS AND CODE OF CONDUCT

We recognize that our consumers, partners, suppliers, employees and shareholders trust us to conduct business with integrity and respect for all. These values far outweigh any individual, personal or business goal. Our [Code of Business Conduct and Ethics](#) guides our decision making and actions as a company and as individuals. Our Ethics and Compliance teams manage policies and procedures relating to business conduct and ethics. Everyone working for or with ScottsMiracle-Gro is expected to conduct business legally and in alignment with the expectations outlined in our Code of Business Conduct and Ethics and our Supplier Code of Conduct, respectively. Our associates are obligated to protect the integrity of our business and help ensure we leave our company to the next generation in an even better condition than we found it.

## BUSINESS ETHICS

We are adamant about being transparent with our standards and providing clear communication regarding our policies and compliance expectations. We also expect our associates to be transparent with their communication, through asking questions, raising concerns via our internal reporting mechanisms, and reporting issues without fear of reprisal. We provide multiple reporting channels for our associates to speak up, including talking with their direct supervisor or management, sending a confidential letter to the Audit Committee or using our anonymous 24/7 Ethics and Compliance Helpline to report concerns or violations of our Code. We regularly remind our associates of these standards and avenues through our training and communications. In addition, during exit interviews with departing employees, we provide them the opportunity to bring up any concerns around unethical or unequal treatment. Voiced concerns are thoroughly investigated. If we conclude that a law, policy or behavioral expectation has been violated, we take appropriate corrective action, which may include training, process improvements or discipline up to and including termination of employment. We do not tolerate retaliation and investigate any allegations of retaliatory behavior.

Our [Code of Business Conduct and Ethics](#), our [Environmental, Human Rights](#) and [Equal Employment Opportunity/ Anti-Discrimination](#) policies, which are regularly reviewed and updated, demonstrate what we believe is right and explain how we do business throughout all our operations.

## SUPPLIER CODE OF CONDUCT

Corporate integrity, responsible product sourcing and the safety and well-being of workers across the global supply chain are vitally important to us. As such, we work with our supply chain partners to help ensure they share our commitment to these principles. Our [Supplier Code of Conduct](#), the foundation for our Supplier Engagement Program, sets forth minimum standards for any supplier that sells goods to, or does business with, us.

The supplier is responsible for compliance throughout its own operations and its entire supply chain. Furthermore, we expect our suppliers to adopt a management system to comply with our standards and continuously improve on their objectives, targets and implementation plans, all in alignment with the code.

## ENTERPRISE RISK MANAGEMENT

We define risk as any event that may interfere with the company's ability to achieve its strategic objectives, uphold its core convictions, or disrupt its operations. We understand that effective risk management is critical to the company's ability to successfully pursue its objectives and strategies.

The company's enterprise risk management (ERM) program is intended to identify, assess, and monitor enterprise-level risks. It embeds, sustains and supports a culture of responsible risk-taking and opportunity identification throughout the organization and strives to provide leadership with actionable risk intelligence that enhances organizational decision making.

In order to meet the ERM program's objectives, each identified enterprise risk is organized into one of six categories (which includes an ESG risk category) and is mapped to at least one of the company's strategic objectives or core convictions. A cross-functional group of associates, organized by risk category, participates in an annual enterprise risk assessment. The assessment results are used to determine the significance of each enterprise risk and are reviewed with the executive management team for alignment. The ERM program team works with responsible management to understand the activities in place to manage those enterprise risks determined to be most significant, monitors those risks and the related risk management activities and provides periodic updates to the executive leadership team and Board of Directors, as appropriate.



## SUPPLIER ENGAGEMENT PROGRAM AND ONBOARDING DILIGENCE

Our Supplier Engagement Program is effectively our Supplier Code of Conduct in action. This program is one way we help ensure that our suppliers are committed to the principles exemplified by our company. Through this program, we evaluate and measure existing and potential vendors via third-party international audits. This process allows us to understand risks in our supply chain. In 2023, we continued to develop our Supplier Engagement Program by identifying our top 75 percent of suppliers that would receive an assessment of the supplier's performance and operations relative to the expectations outlined in our Supplier Code of Conduct.

Additionally, we strengthened our third-party onboarding processes by adding layers to the due diligence and screening processes that focus on identifying forced labor within the supply chains of potential customers and vendors, well before we consider working with them.

We view the ERM program as a valuable tool in assisting the organization with achieving its strategic objectives, including those related to climate change and other ESG topics. We continuously evaluate the adequacy of the ERM program and periodically identify and implement strategic initiatives to improve its effectiveness and organizational relevance. For more information on how we identify, assess and respond to climate-related risks and opportunities, please see our [2023 CDP climate change response](#).

## COMPLIANCE

Our Corporate Compliance team within our Legal Department takes an enterprise-wide, risk-based approach for compliance across the local and global regulatory universe. Our careful approach helps identify and prioritize compliance objectives across the company and further integrate them into our business processes. We provide meaningful education to our associates on compliance-related topics, encourage our associates to come forward with any and all compliance-related concerns and protect our people from reprisal and retaliation. We work alongside our associates daily to enhance and execute on product, pesticide, cybersecurity, anti-bribery, anti-corruption and sanctions compliance programs. Further, the Audit Committee is apprised on compliance topics through a quarterly update.

Our Legal Department offers associates training to increase awareness and understanding of fundamental and emerging legal issues and to better manage risk. For ease of reference and accessibility, the team created a training platform, Legal University, which features sessions on 17 legal and compliance topics, including tips and best practices associates can apply in their daily work. During FY23, 568 associates enrolled in Legal University.

## CYBERSECURITY AWARENESS

Cybersecurity continually takes on increasing importance with greater reliance on technology. Everyone at ScottsMiracle-Gro has a responsibility to help protect our company, associates, customers, consumers, vendors and others with whom we do business safe

from cyber events. We prioritize providing our associates with tools to strengthen our security practices and training to raise awareness about cyber risks.

Every October we host Cybersecurity Awareness Month to highlight the importance of cybersecurity and empower associates to prevent cyber attacks and data breaches. We host a range of events focused on cybersecurity best practices, and associates are encouraged to share the actions they take regarding cybersecurity on our online associate community, The Vine, with the hashtag #BeCyberSmart.



## UPDATED CYBERSECURITY POLICY AND STANDARDS

We perform an annual review of our information security policies, standards and guidelines to ensure the safety and security of our associates. In 2024, we made significant updates to our standards to better protect our associates, customers, consumers and our business overall.

For example, we published internal guidance on the usage of artificial intelligence (AI), performed a comprehensive review of our cybersecurity and incident response plan and clarified technology handling guidance when traveling to “high-risk” countries.

## STAKEHOLDER ENGAGEMENT

Our full range of stakeholders - from associates to consumers and investors - contribute to our success, and will always be a priority. This takes the form of customer, consumer and employee surveys; and conversations, meetings and general participation with local, state, national and international organizations and research collaboration and nonprofit partnerships.

### Consumers:

We maintain communication with our consumers to discuss relevant topics, including business priorities, products and sustainability. We also use various communication methods to educate our consumers on ingredients and our products. These communications include but are not limited to product labeling, advertising messages, social media outreach, in-store signage, websites and direct connection with our field sales teams.

### Customers:

We actively engage with our retail partners through various channels, including conversations, surveys and annual updates. We use these channels to understand their needs and expectations around corporate responsibility. For example, we take part in Walmart’s Project Gigaton, The Home Depot’s Eco Actions program, and Costco and Lowe’s sustainability and/or climate-related surveys. Through communication and engagement, we create sustained partnerships that are both good for business and the public.

### Suppliers:

We engage with key suppliers through our annual supplier conference and maintain ongoing communications as issues arise. We work directly with our suppliers on the issues that are priorities to us, such as packaging and raw material sourcing. We commit to upholding human and labor rights throughout our supply chain, with increased attention on members of vulnerable groups. Read more about these efforts in our [Position on Human Rights](#).



## STAKEHOLDER ENGAGEMENT (Continued)

### Nonprofit Organizations:

We are dedicated to engaging with nonprofit organizations that align with our priorities and mission to GroMoreGood. We most often work with organizations that help create gardens and transform green spaces, engage with youth, improve water stewardship and promote social justice. To learn more about these nonprofits, please visit the [Philanthropic Commitments](#) section of our report.

### Local Communities:

We seek to maintain strong relationships with our communities where we live, work and operate. We strive to be a good neighbor, working in partnership with local authorities, industries, and others to better our communities and our operations. Our Environmental Health and Safety (EHS) representatives, External Affairs teams and our plant managers help us address community concerns and engage proactively with those stakeholders in local communities. We aim to give back to our communities each and every year through [The Scotts Miracle-Gro Foundation](#), including community giving and associate volunteerism programs.

### Industry, Trade and Other Associations:

We partner and engage with associations that represent our interests. Some of these organizations include:

- American Association of Plant Food Control Officials
- American Association of Pesticide Control Officials
- American Association of Seed Control Officials
- American Association of National Advertisers
- American Seed Trade Association
- Biological Products Industry Alliance
- Conseil patronal de l'environnement du Québec
- Council For Federal Cannabis Regulation
- CropLife America/CropLife Canada
- Household and Commercial Products Association
- Lawn and Horticulture Products Working Group
- Mulch & Soil Council
- US Compost Council
- Compost Council of Canada
- Canadian Consumer Specialty Products Association
- Fertilizer Canada
- National Association of State Departments of Agriculture
- Ohio Manufacturers Association
- Québec Mineral Exploration Association
- National Cannabis Industry Association
- The Fertilizer Institute
- U.S. Cannabis Council
- Resource Innovation Institute
- California Manufacturers Association
- Retail Council of Canada
- Society for Corporate Compliance and Ethics
- Southern California Water Coalition
- Sustainable Packaging Coalition

### Professional Associations:

We understand the benefits that our associates gain by participating in professional associations that relate to their respective disciplines, such as biology, chemistry, packaging, engineering, legal, compliance, risk, finance, audit, supply chain, marketing and communication. These engagements support career growth while providing access to resources and research to help our business innovate and grow.

### Policymakers, Regulators and Elected Officials:

When it comes to advocacy and supporting issues affecting our business, we directly and indirectly participate in various ways. We help educate elected and appointed officials across all levels of government on public policy issues that are material to our company and build relationships through our External Affairs team.

We also support groups that facilitate conversations with government officials and other stakeholders to create informed and effective policy. Last year, we participated in events held by the National Association of State Departments of Agriculture, CANNRA, Associated Industries of Florida-Water Forum, and the National Association of Attorneys General.

The Scotts Miracle-Gro Stewardship Political Action Committee (SPAC), supported by our associates, advances our interests through meaningful political engagement. To learn more about the SPAC, visit the Federal Elections Commission website at [www.fec.gov](http://www.fec.gov) and search for The Scotts Miracle-Gro Stewardship PAC (<https://www.fec.gov/data/committee/C00365254/>).

Under certain conditions and in accordance with laws, we donate corporate dollars to candidates from various political parties who share our views on business priorities. Our contribution to the political process extends beyond membership and monetary donations. We work with groups to educate policymakers and the public, such as our support for the 501(c)(4), The Good Growth Alliance.



# WHERE WE STAND ON IMPORTANT ISSUES

## Pesticide and Pollinator Stewardship:



We recognize our responsibility to provide pest control products that are easy to use, effective and safe when used as directed. We advocate for adequately funded, scientifically-backed policy and regulatory systems pertaining to pest control and use communication tools, including

product labeling, to provide comprehensive consumer education on pest control products for end users. We also commit to a research and development process that is focused on continuous improvement. An example is our work to protect pollinators, which are essential to the health of our global ecosystem and the world's food production. Of the 1,400 crop plants that produce all of our food and plant-based industrial products around the world, almost 80 percent require pollination by animals.<sup>2</sup> With pollinator populations declining, we created The Pollinator Promise to help support and protect pollinators and the vital role they play on our planet. To further this promise through our products, we created our outdoor Ortho branded formulations without neonicotinoid-based insecticides ("neonics").



## Water Stewardship:

We prioritize the protection and conservation of water. We recognize our opportunity to help people navigate the challenges of water scarcity and water quality while providing the enormous

benefits that green spaces bring to society. We seek to create products and solutions that enable people to enjoy and reimagine greenspaces that work with nature, not against it. Green spaces and lawns are valuable assets in protecting water, reducing noise and glare and dissipating heat and cooling our communities. Through our formulations and application devices, we encourage reduced water use and combine this with education to help consumers be water stewards. We support U.S. efforts towards water protection and advocate for funding to solve water quality and scarcity issues.



## Responsible Use of Peat:

Peat is a valued but limited, natural resource. We recognize concerns regarding peat use and the fact that certain peat removal practices can negatively impact their natural environments. Accordingly, we have taken action to address

these concerns in three ways.

First, we are working to reduce the overall peat content in our U.S. products and limit its use to only those products in which it is a necessary ingredient, primarily our soils and potting mixes. From 2019 to 2024, this initiative resulted in reducing peat in our Miracle-Gro Garden Soil by 52 percent and Miracle-Gro Potting Mix by over 29 percent.

Second, we seek peat alternative replacement fibers for our substrates, including wood fiber, rice hulls, coir, sugar cane bagasse and composted dairy fiber. However, we must balance peat replacement with products that achieve the water retention and soil improvement that peat provides. Unfortunately many of these alternatives do not achieve the same results. Compost requires

more water use, is more easily contaminated by raw materials and has more stability concerns that lead to issues with plant nutrition. Wood fiber has more variable PH levels and coir often contains high salt content that can deplete plant growth. While these results are not favorable, they do not stop us from searching for alternatives and innovating our growing media products to reduce peat.

Third, as we source and use peat, we do so via best management practices and processes that minimize impacts to the environment including using certified Veriflora® Responsibly Managed peat in our products. Find out more information on our commitment to responsible peat production in [Responsibly Sourcing Peat Moss](#).



## Cannabis Legalization:

Some of our consumers use our products to grow cannabis for their personal enjoyment or for the plant's medicinal benefits. As a leading provider of nutrients, lighting and other products for hydroponic and indoor gardening,

our company is uniquely positioned to help people who produce cannabis under authorized law. We support federal and state efforts to develop responsible and effective regulation governing legalized cannabis. We are committed to working with legislative and regulatory bodies at all levels of government to help achieve these goals. As reform measures advance to confront the complex legacy of racial, social and economic inequality tied to cannabis, we are equally committed to fighting for policies that create a more just and equitable society and industry.

<sup>2</sup> [Why is Pollination Important? | US Forest Service \(usda.gov\)](#)

# MATERIALITY

We work with our stakeholders to develop, test and market industry leading products while also investing in our associates and our communities. We look to discover where we can have the biggest impact and best ways to engage. This is why we focus on materiality to help inform our corporate goals.

## MATERIALITY ASSESSMENT

With support from an external consulting firm, we prioritized ESG risks and opportunities through a robust materiality assessment in 2019. This process follows the guidelines of the Global Reporting Initiative (GRI), considered the leading and most comprehensive sustainability reporting framework, to identify, prioritize and validate with stakeholders the most relevant topics to ScottsMiracle-Gro. As part of the process, we developed topic definitions and boundaries and ranked topics based on importance to our associates, consumers, customers, suppliers and communities, among others.

Out of the long list of material ESG topics, the 15 most relevant are shown in the [Materiality Topics table](#). We grouped these topics into our five strategic focus areas based on theme and operational boundaries: product stewardship and safety; operations and supply chain; associate engagement and wellness; community engagement; and governance and transparency. Lastly, to help us structure our ESG strategy, we grouped these topics based on relative importance and impact across our internal and external stakeholders, as well as by the company's areas of focus, ongoing management and emerging significance. For more information on our 2019 materiality assessment, please see our [2020 Corporate Responsibility Report](#).

## MATERIALITY PRIORITIZATION PROCESS

### RESEARCH & BENCHMARKING

Applied internal information and external frameworks to identify potentially relevant ESG topics.

### IMPACT MAPPING

Brought together experts across our company to identify impacts, risks and opportunities of the relevant ESG topics.

### STAKEHOLDER ENGAGEMENT

Gathered perceptions of stakeholder priorities based on associated facts and evidence, including interviews.

### SYNTHESIS & ANALYSIS

Evaluated additional sources, including peer benchmarks, industry and global trends, relevant industry standards, applicable regulations and related studies, and ranked ESG topics in a materiality prioritization matrix.

### VALIDATION

Solidified the materiality prioritization matrix through discussion with key leaders about prioritized material topics, associated boundaries and opportunities.

### INTEGRATION

Used materiality results to drive a sustainability goal-setting process and guide our strategy for the next several years.



# MATERIALITY TOPICS

TOPIC	FOCUS AREA	MANAGEMENT	EMERGING	TOPIC DEFINITION	RELEVANT STAKEHOLDER GROUPS
PRODUCT STEWARDSHIP	X			Developing products, packaging and dispensing solutions that have improved impacts on humans and the environment and promote sustainability performance throughout their lifecycle.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Investors</li> <li>Customers</li> <li>Industry Associations</li> <li>Partners</li> <li>Media</li> </ul>
PRODUCT SAFETY AND PERFORMANCE	X			Managing emerging materials and ingredients and using green chemistry principles while maintaining a high level of performance and meeting consumer expectations.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Investors</li> <li>Customers</li> <li>Industry Associations</li> <li>Partners</li> <li>Media</li> </ul>
CONSUMER SAFETY	X			Further assessing products for health and safety impacts and compliance with regulations to support safe consumer use of products and services.	<ul style="list-style-type: none"> <li>Investors</li> <li>Consumers</li> <li>Media</li> <li>Industry Associations</li> </ul>
PACKAGING	X			Reducing the overall environmental impacts of packaging by monitoring and improving the materials used, the percentage of packaging made from recycled or renewable materials and the percentage that can be recycled, reused or composted post consumer use.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Consumers</li> <li>Customers</li> <li>Industry Associations</li> </ul>
SUPPLY CHAIN MANAGEMENT	X			Engaging with suppliers to improve environmental and social performance and management practices, while ensuring business continuity and increasing the diversity of suppliers.	<ul style="list-style-type: none"> <li>Customers</li> <li>Consumers</li> <li>Investors</li> <li>Suppliers</li> </ul>
EMISSIONS	X			Reducing total greenhouse gas and other emissions from operations and throughout the supply chain.	<ul style="list-style-type: none"> <li>Customers</li> <li>Suppliers</li> <li>Investors</li> <li>Partners</li> </ul>
ENERGY	X			Reducing total energy use throughout operations and increasing the percentage of consumption that comes from renewable sources.	<ul style="list-style-type: none"> <li>Customers</li> <li>Suppliers</li> </ul>
CLIMATE CHANGE		X		Evaluating impacts, risks and opportunities due to climate change that could cause changes in supply and demand for products, operations, revenue or expenditure and helping customers address climate change impacts.	<ul style="list-style-type: none"> <li>Customers</li> </ul>
EFFLUENTS AND WASTE		X		Disposing properly of hazardous and non-hazardous waste through appropriate methods; seeking to minimize landfill use through alternative methods, such as reuse, recycling, composting, recovery and incineration; and responding appropriately to account for impacts of any significant spills.	<ul style="list-style-type: none"> <li>Customers</li> <li>Suppliers</li> </ul>
DIVERSITY AND EQUAL OPPORTUNITY		X		Promoting an inclusive environment and increasing diversity among all levels within our organization while ensuring equal treatment of associates and instilling a culture of non-discrimination.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Investors</li> <li>Customers</li> <li>Industry Associations</li> <li>Associates</li> </ul>
TALENT ATTRACTION AND RETENTION	X			Providing competitive benefits and incentives to attract and retain associates.	<ul style="list-style-type: none"> <li>Associates</li> </ul>
LOCAL COMMUNITIES	X			Engaging with our communities through philanthropy and investment, evaluating the positive and negative impacts of operations and maintaining strong relationships.	<ul style="list-style-type: none"> <li>Customers</li> </ul>
TRUST AND REPUTATION		X		Maintaining the strong reputation of our company and brands along with our products and the products we market, while establishing principles of behavior and disclosing the values of our company to build trust between our company and consumers.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Customers</li> <li>Consumers</li> <li>Partners</li> <li>Investors</li> <li>Associates</li> </ul>
RESPONSIBLE CANNABIS			X	Promoting a socially and environmentally responsible and legitimate cannabis industry.	<ul style="list-style-type: none"> <li>Customers</li> </ul>
PUBLIC POLICY		X		Engaging with regulators, publicly disclosing a position on policy topics and advocating for the production, enactment, execution and clear interpretation of legislation.	<ul style="list-style-type: none"> <li>Investors</li> <li>Industry Associations</li> </ul>



## DOUBLE MATERIALITY ASSESSMENT UNDERWAY

Double materiality is the concept of topic prioritization based on their impact on our company as well as the effects of our company on the topics with respect to how they impact society, the environment and the economy. In 2023, we began our double materiality journey. We engaged a third-party consultant to help conduct a rigorous assessment to reveal, understand and implement actions on our most material ESG topics. While these topics are not covered in this report, we plan to disclose our process, topics and implementation plans in next year's 2025 Corporate Responsibility Report.

● Product Stewardship and Safety
 ● Operations and Supply Chain
 ● Associate Engagement and Wellness
 ● Community Engagement
 ● Governance & Transparency

# ESG FOCUS AREAS AND GOALS

Our ESG commitments demonstrate how we live our purpose to GroMoreGood everywhere. We align our business goals in ways that serve our planet, people and communities. To improve our ESG performance and evolve our ESG strategy, we engage, measure and benchmark with external ESG frameworks, raters, rankers and other organizations.

In 2023, we submitted our CDP Climate Change questionnaire for the fourth year in a row and worked with the Human Rights Campaign (HRC) on disclosing our ESG performance. We also responded to S&P Global's Corporate Sustainability Assessment for the third time in 2023.

We are proud to have earned scores at or above industry averages across the environmental, social and governance dimensions and will continue engaging with external partners to improve our ESG disclosures and performance.



## PRODUCT STEWARDSHIP & SAFETY



Earning the trust of our consumers by designing high-quality products that not only are effective, but also support a more sustainable future.



## OPERATIONS & SUPPLY CHAIN



Incorporating sustainability principles throughout our operations to increase efficiency and reduce resource use.



## ASSOCIATE ENGAGEMENT AND WELLNESS



Fostering a healthy and inclusive workplace where all associates are able to grow and thrive.



## COMMUNITY ENGAGEMENT



Giving back to the local community, caring for the environment and connecting current and future generations with gardens and green spaces.



## GOVERNANCE AND TRANSPARENCY



Focusing on ESG governance for enhanced transparency, support and accountability across our company.

# ESG GOALS



PRODUCT STEWARDSHIP & SAFETY

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts.	Process fully integrated	2022	In FY2022, we met our goal to fully integrate a process to assess all new ingredients using enhanced product design standards with emphasis on environmental and safety impacts. We are reviewing all new raw materials using Green Screen criteria.
Baseline our active ingredient portfolio against a set of environmental and safety metrics to identify and evaluate priority ingredients in our formulas.	100 percent of branded product active ingredients assessed	2023	In FY2022, we met this goal by assessing 100% of branded product active ingredients. Going forward, new ingredients, including active ingredients, will go through the process described in the row above.
Optimize product application devices to ensure continuous improvement.	Ongoing	N/A	In FY2023, we furthered our efforts to optimize product application devices by redesigning our Mini and DLX spreader “transmissions” to eliminate stress on key wear components and extend their life expectancy.
Optimize packaging design: Redesign selected packaging to reduce the amount of plastic material used.	3 percent reduction	2025	In 2023 we realized additional plastic material reduction by commercializing a handful of packaging redesign projects highlighted by our large Ready-to-Use bottle redesign that impacted 30 products such as Ortho Home Defense, Bug-B-Gon and Ortho GroundClear. This project will eliminate 1.2 million pounds of plastic once fully implemented. This project along with other ongoing efforts have us tracking to meet or exceed our 3% goal once fully implemented by 2025.
Source packaging sustainably: Triple the amount of recycled content in plastic packaging.	15 percent recycled content	2025	We increased the Post Consumer Recycled (PCR) content in our Osmocote Plant food bottle from 25 to 50 percent in 2023. This was achieved by securing a reliable high-quality recycled resin feedstock that performed well in our validation testing. We also launched a new Dye Free Mulch with a 10 percent PCR bag, which is our first commercial launch of flexible film with recycled content. Despite these improvements, our progress against this goal was impacted when we were forced to remove PCR from various Miracle-Gro Liquid Plant Food bottles to pass rigorous internal quality testing, designed to ensure product integrity throughout the supply chain. Unfortunately, the removal of PCR from these plant food bottles offset the gains made by adding recycled content in other products. As a result, the PCR content across the portfolio remains at 6 percent.
Support packaging recycling: Increase consumer brand packaging that can be recycled or reused.	50 percent achievement	2025	We added “How2Recycle” to over 100 new packages in 2023 to promote and educate consumers about recycling. Since our last report, five states have enacted legislation with various definitions of recycling and material classifications. Due to the uncertain future definition of “recyclable”, we did not assess the portfolio in 2023. This, combined with the latest How2Recycle ruling that our mulch bags are now “not recyclable,” means it is unlikely we will meet the goal of 50 percent recyclable packaging across the portfolio in 2025. Because flexible films (mulch and soil bags) account for roughly two-thirds of our plastic usage and more than 60 percent of total packaging materials taken home by consumers, the exclusion of these materials from How2Recycle has severely impacted our ability to meet this goal.



OPERATIONS & SUPPLY CHAIN

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Use established data collection processes for emissions and waste in all locations to establish baseline metrics and future improvement goals.	100 percent of locations <sup>3</sup>	2022	In FY23, we achieved our goal to use established data collection processes for emissions and waste in all locations to establish baseline metrics and future improvement goals. Our FY2023 Scope 1 and 2 GHG emissions inventory captures emissions data for 100% of our manufacturing locations. In FY23, we were able to collect available waste data from 100% of our manufacturing locations. We will use this information to establish future improvement goals, including a process for capturing comprehensive data across our network. Collecting and reporting comprehensive data for emissions and waste will support us as we continue to identify ways to lower our environmental impacts.
Convert 20 percent of sales fleet to hybrid vehicles.	20 percent of sales fleet	2025	Due to circumstances, many of which were beyond our control, we are projecting that we will fall short of this goal. For example, the current cost estimates to complete the move to 20% Hybrid fleet are significantly higher than originally projected and carry higher lease costs and lower resale values, factors that will not be offset by fuel savings. Many automakers are focusing more on electric technology, meaning hybrid availability is limited, at best. Furthermore, achieving this goal means disrupting a valued relationship with a trusted manufacturer and moving our sales team to smaller vehicles that do not adequately suit their needs. For these reasons, and others, we are suspending efforts related to this goal and will reassess and refocus as we look to set new ESG goals and targets.
Demonstrate improvement on identified “GroMoreGood” Goals among 75 percent of suppliers.	75 percent of suppliers	2025	In 2023, we continued to develop our Supplier Engagement Program by identifying our top 75 percent of suppliers by spend to receive an assessment related to our Supplier Code of Conduct and GroMoreGood philosophy. The assessment will help ensure that our suppliers are conducting operations in accordance with our Supplier Code and to define a process to address any identified risks in a timely, effective and efficient manner. We will continue to execute this program over the course of the next year.

● Behind schedule ● Goal in progress ● Goal complete

<sup>3</sup> All ESG goals use a 2020 baseline.

# ESG GOALS (Continued)



ASSOCIATE ENGAGEMENT & WELLNESS

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Foster a best-in-class associate experience where each associate feels welcomed, engaged and that their talents are used to the best of their abilities.	<p>Create platforms where associates have a voice to track sentiment and engagement.</p> <p>Develop and deliver on action plans to ensure high levels of engagement are maintained.</p>	Ongoing	We know by regularly assessing and understanding associate experience sentiment, we can create a more supportive, engaging and productive work environment. As we continue to prioritize cultivating a people first culture, it is important to take time to assess where we are in this regard. We have focused on engaging our associates across the organization to increase trust and transparency, develop strong leadership, provide a positive workplace and ensure meaningful work. We are taking action on feedback and insight and continuously measure progress of our action plans. We further gather the sentiment through our exit interview process, stay interviews and pulse surveys.
Cultivate an inclusive work environment where everyone feels included and valued - a place where differences are welcomed, acknowledged and used to drive our business forward.	Develop an inclusive talent roadmap.	2022	<p>The defined goal was attained and we continue to make progress. In FY23, we earned the 2023-2024 Equality 100 Leader in LGBTQ+ Workplace Inclusion designation. We developed and implemented an inclusion training plan and created LGBTQ+ guidelines and tools, such as the creation of a LGBTQ+ Benefits Guide and a Transition Guide for Associates and Managers. Overall our Employee Resource Groups (ERG) focused on enhancements to their activities and offerings, increasing membership and engagement with the broader associates outside of corporate headquarters.</p> <p>Degree requirements can inadvertently exclude candidates from underrepresented groups. This year we removed this barrier, where applicable, to promote a more inclusive hiring process and contribute to greater workplace diversity.</p>
Continue to provide holistic health and wellness programs to help people through their best and most challenging times with the goal of enhancing their health, happiness and longevity.	Define the next generation of <i>LiveTotal Health</i> programming.	2022	In FY23, we continued to focus on our benefit programs for our associates including exploration of innovative health improvement programs that target population health (diabetes, cardiovascular, musculoskeletal, etc.) while expanding our existing Maven offerings to better support women's health through a menopause program. We built a robust curriculum around financial well-being to bring even greater light to the financial benefits and resources available to our associates. We also initiated a Total Well-being Focus in partnership with the American Heart Association and our new Wellness Center partners.

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Continue to invest in talent growth by determining what talent we need, what talent we have and ensuring people plans align to business strategies to address the gaps.	<p>Identify enterprise critical roles, define what good looks like, assess talent, establish a roadmap for development and continually measure progress.</p> <p>Develop succession plans to support the growth and change in our business and ensure talent readiness for the future.</p> <p>Provide learning opportunities focused on enabling leaders to engage and motivate people, think like an enterprise leader, get results through others and develop talent.</p>	2023	<p>In FY23, we made progress on providing more tools and information regarding associate development. We focused on assessing our talent through expanding tracking of training and development activities in Workday and introduced new tools to help leaders identify development gaps and create meaningful development plans.</p> <p>Cross functional talent planning was a priority as we continued the focus on succession planning, development and career pathing. The team continued to build out Workday to include even more information to support these efforts. In addition, we increased focus on development and goals setting at every level. The leadership clearly defined the business objectives, and this information was then cascaded and plans created at all levels of the organization.</p> <p>We continued dialogue with our Board of Directors about our associates informed both by talent assessments and our talent strategy. Additionally, we continued to update our performance management processes to simplify our approach and focus on what matters most.</p>

● Behind schedule   ● Goal in progress   ● Goal complete

<sup>3</sup>All ESG goals use a 2020 baseline.

# ESG GOALS (Continued)



COMMUNITY ENGAGEMENT

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Advance awareness and impact of associate volunteerism programs.	Gather baseline data	2021	We increased awareness of our associate volunteer programs, both for our associates and our communities. We used internal and external storytelling to promote our associates' dedication to volunteerism. Associate volunteerism is a key pillar of our ERGs and is one way that many of our associates Give Back to Gro. Volunteer events ranged from Dress for Success clothing drive to volunteering at the Central Ohio Veterans Stand Down.
Connect 10 million children to the benefits of gardens and green spaces.	10 million children	2023	After exceeding our goal to connect 10 million kids to the benefits of gardens and green spaces in 2022, we continued in 2023 to connect children and communities to the benefits of gardens and green spaces through various garden grant programs in the United States (e.g., the <a href="#">GroMoreGood Garden Grants</a> in partnership with the National Head Start Association and the <a href="#">GroMoreGood Grassroots Grants</a> program in partnership with KidsGardening) and the Scotts <a href="#">GroForGood Program</a> in Canada.
Invest in criminal justice reform and economic inclusion initiatives within the cannabis space.	\$2.5 million invested	2023	In 2023, we met our goal to invest \$2.5 million in criminal justice reform and inclusion initiatives through the Hawthorne Social Justice Fund (HSJF). Grantees included <a href="#">Association for Cannabis Health Equity and Medicine (ACHEM)</a> , <a href="#">The Bronx Defenders</a> , <a href="#">The Congressional Black Caucus Foundation</a> , <a href="#">JUSTUS Foundation</a> , <a href="#">Last Prisoner Project</a> , <a href="#">Marijuana Policy Project Foundation</a> , <a href="#">Minorities for Medical Marijuana</a> , <a href="#">Resource Innovation Institute</a> , <a href="#">Supernova Women</a> , <a href="#">The Weldon Project</a> and <a href="#">United Returning Citizens</a> .
Reach millions of Americans annually through environmental partnerships.	145 million Americans	2025	In FY23, we continued our support of several environmental NGOs, but, due to budget constraints, we were unable to renew various grant agreements during this time that had previously contributed toward this goal. We have since executed several new environmental grants in 2024 with environmental partners including The Nature Conservancy, The Alliance for Water Efficiency and The Alliance for the Great Lakes. We hope to meet this goal next year.



GOVERNANCE & TRANSPARENCY

GOAL <sup>3</sup>	MILESTONE TARGET	TARGET YEAR	PROGRESS UPDATE
Engage all full-time associates in our company purpose and ESG priorities and management.	100 percent of associates engaged	2022	After meeting this goal in 2022, we continue to engage full-time associates in our company purpose and ESG priorities. We did this through educating and sharing our purpose and ESG priorities through our corporate communication channels, including leadership town hall meetings, internal articles, presentations, social media, podcasts, flow downs and our internal digital signage programming.
Publish an annual ESG report detailing performance and progress towards goals.	Annual ESG reporting with full goal achievement	2025	This report continues to represent one of many reports that we will publish to advance our disclosures and overall performance.
Involve stakeholders across our value chain in ESG purpose and priorities.	Engage all major stakeholders	2025	We continue to involve stakeholders across the value chain in our ESG purpose and priorities. Our team has also begun to hold sessions with ESG colleagues for key partners upstream and downstream to align ESG goals and strategies to improve efficiency. In 2023, we also began the process of assessing double materiality with many important internal and external stakeholders.

● Behind schedule ● Goal in progress ● Goal complete

<sup>3</sup>All ESG goals use a 2020 baseline.

## WHERE WE'RE HEADED

Over the course of FY24, we will evolve our ESG goals as informed by the double materiality assessment currently in progress. Pending the results of this assessment, we will implement action plans and work with our associates for continuous improvement on our ESG vision. With many of our goals expiring in 2025, we will establish a new set of ESG goals moving forward. Our senior leadership oversees this process and provides ongoing updates to our Board of Directors. We look forward to maintaining transparency on our progress in future reports and on [our website](#).



# Innovative Products

We design our products to meet consumer needs and aspirations while being conscious of the environment, aiming to support a more sustainable future. We create high-quality, innovative products that enable gardens, lawns, landscapes and indoor growing operations to thrive.

## In this section:

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- Research & Development
- Regulatory Oversight
- Formulation
- Packaging & Optimization
- Consumer Education



Our research and development (R&D) team of over 100 scientists and engineers are experts in soil science, molecular biology and chemical engineering, among other specialties, and are responsible for developing products that improve efficacy and performance. This scientific expertise, coupled with partnerships with industry leading technology providers, plant breeders and agricultural companies, allows us to harness the power of innovation to make products that suit all our stakeholders' needs.

Our goal is to create a better living environment through our products. Some of our products protect biodiversity and water resources, while others provide natural and organic pathways to grow plants. We recognize consumers have a variety of preferences and needs, and we are constantly working to create new product choices.

Ingredients are very important to us, as they are the foundation for functionality and efficacy in the use of our products. Additionally, we prioritize safety and a scientifically-based regulatory system as well as educating our consumers on proper product use. ScottsMiracle-Gro continues to explore new and improved ways to deliver our products, making sure we use the lowest necessary ingredient rate without compromising effectiveness and optimizing design and packaging.



## RESEARCH & DEVELOPMENT

In FY23 we invested nearly \$36 million in research and development. This investment enables our scientists to conduct extensive research that drives informed product development and formulation decisions. Our R&D teams use a rigorous and specific product development process that includes staged testing against specific criteria, including market analysis, biological research, formulations and packaging development, before teams move to the next phase of development. Between each phase, we employ technical and business vetting processes to confirm product concepts are viable and meet our standards of excellence.

The Good Research Practices (GRP) program guides our processes when delivering new products to market. At a minimum, our products are designed to comply with local, state and federal regulations that are thoroughly reviewed and vetted by our regulatory team. However, we go beyond compliance through our standard operating procedures, methods, reference documents and internal policies to drive exemplary product development. Our scientists set benchmarks, monitor efficacy and performance, set critical standards and manage risk associated with misapplication. GRP encourages innovative thinking, problem solving and scientific excellence through an internal peer review process.

Through engagement with our consumers and customers, we seek to understand the issues they face, their needs and how they use our products to improve user experience. We analyze many aspects of product usage and test them across a range of environmental conditions, including heat, cold and sun exposure, to ensure our products can perform under a range of conditions. We have processes in place to assess product-related risks and investigate and implement corrective actions to mitigate risks to our consumers or the environment.

The following priorities are integrated into the product development process by our cross-functional team of R&D scientists and engineers:



**Active ingredients:** The active ingredients we use in our products are reviewed on a regular basis to evaluate safety, efficacy and environmental impact. We use a combination of government standards as well as internal and industry best practices, such as

GreenScreen® for Safer Chemicals, to guide our assessment process and to understand the hazards of our ingredients. We keep abreast of advancements in the green chemistry space and engage with our stakeholders to consider what new active ingredients to integrate into our products that also align with our product stewardship goals.



**Material sourcing:** When developing new products or improving existing portfolio products, we consider the potential risks and opportunities associated with raw material sources. Our goal is to increase the use of recycled, bio-based and/or sustainably sourced materials

where possible.



**Product design:** We use life-cycle assessments (LCAs) to evaluate the potential to use more sustainable ingredients and components and ultimately create more sustainable products. LCAs help us mitigate environmental impacts, improve existing products and continuously drive innovation in new product design.

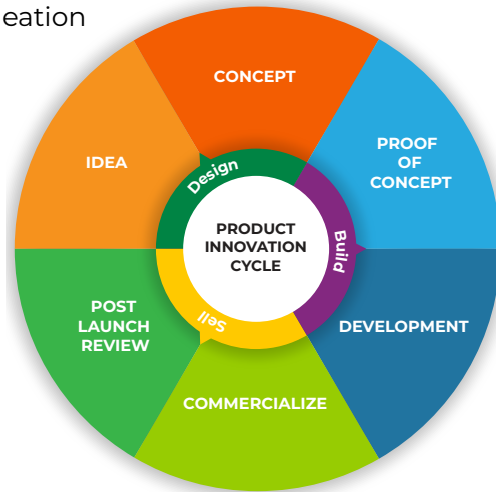


**Packaging sustainability:** While developing products and packaging design, we seek sustainably sourced content, eliminate unnecessary materials where possible and promote recycling, reuse and recovery. Several states are mandating and redefining industry best

practices for source reductions, recyclability and recycling standards that may complicate achievements for packaging sustainability moving forward. We are evaluating these developments and how we may need to adjust our packaging programs.

## PRODUCT DEVELOPMENT PROCESS

1. **Idea:** We begin with the ideation stage where our product development team, encompassing R&D, Marketing and other functions, collaborates to ideate on potential product offerings. Ideas are validated by asking Is this viable?, Is there a market opportunity or need?, and Is it worth exploring further?



2. **Concept:** During concepting, our scientists and engineers determine technical feasibility of developing the product, answering questions such as Could this concept be achieved? and What resources are needed?

3. **Proof of Concept:** In the proof of concept stage, we develop prototypes while the Marketing team begins to test consumer and grower interest and attitude towards the potential product. Through a rigorous testing process, we determine how products perform in the real world. Our product developers seek to answer the questions: What will we prove? Can we accomplish it within a reasonable budget? and Can we develop the necessary materials and manufacturing capacity?

4. **Development:** Development is the most rigorous stage of this process, involving understanding the product's cost through testing complete prototypes, replicating trials, researching user experience and refining as needed. During this stage we also create product labels in accordance with regulatory standards, product claims and safety testing. Our cross-functional product development team seeks to answer the question, Is this product ready for market? Only when the answer is a resounding "yes" does the new product make its way to store shelves.

5. **Commercialize:** During the commercialization phase, we manufacture the product, conduct a retail line-review, train our field sales teams, execute in store placements and begin consumer promotion.

6. **Post Launch Review:** Upon launch, we conduct a post-launch review, where we analyze how the product sold against projections. We also evaluate the product's quality and consumer reviews to inform changes to be made for future production.

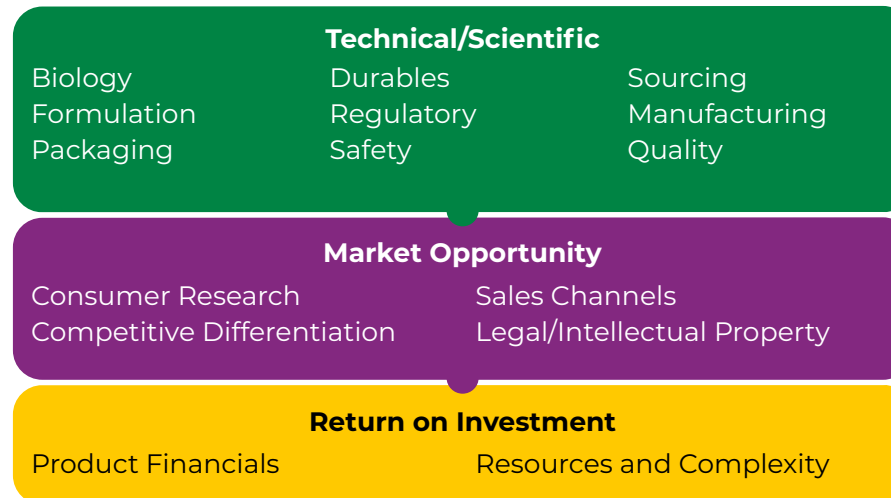
On average, our products are in development for two to three years from idea to commercialization, with new innovations taking up to five years to reach commercialization. During this time, more than 12 departments, such as Procurement, Manufacturing, Quality, Sales, Creative, Finance, Marketing and Legal, play a role in refining and improving the concept before bringing the product to life. We adhere to the high standards of our GRP program throughout the entire process.

## REGULATORY OVERSIGHT

One major component of our product development process is a thorough and rigorous regulatory review. To meet applicable regulatory requirements within each of the jurisdictions where we sell our products, our regulatory team provides oversight throughout the product development life cycle. Our multifaceted compliance system allows us to diligently stay abreast of current and upcoming regulations. Additionally, we have a former U.S. Environmental Protection Agency administrator on our Board of Directors who provides further advisory oversight.

Our robust system of document control protocols, multiple review levels and cross-checking processes are designed to ensure our products remain in compliance. We begin this process by evaluating raw materials to determine registration requirements with government agencies, such as the EPA, similar state agencies in the United States, the Pest Management Regulatory Agency (PMRA) and Canadian Food Inspection Agency (CFIA) in Canada. We review the product formulations and identify applicable testing and label requirements. The outcomes inform the content for our product labels that meet regulations, guide consumers on usage and provide precautionary information. Finally, our regulatory team submits the labels to applicable state, provincial and/or federal regulatory agencies for approval. All our new products go through this initial, detailed regulatory review, and registered products are further routinely reviewed, both internally and through external regulatory agencies.

## CRITERIA CONSIDERED DURING PRODUCT DEVELOPMENT PROCESS



## FORMULATION

Across our product portfolio, we prioritize human and environmental health as well as product efficacy during formulation. We rely on scientific research to meet our stakeholders' interests and needs, considering:

- Efficacy
- Safety to humans
- Safety to animals
- Environmental impact
- Interaction with other ingredients
- Interaction with the product packaging
- Lowest active ingredient rate necessary to maintain effectiveness

We have continued to evaluate our active ingredient portfolio against environmental and safety metrics to identify and evaluate priority ingredients in our portfolio. In 2022, we began assessing new ingredients and formulas using enhanced product design standards that emphasize environmental and safety impacts. Fundamentally, our scientists seek to improve product effectiveness while adhering to regulatory standards and delivering on consumer needs and expectations.

## ANIMAL TESTING POLICY STATEMENT

We do not, as a matter of regular practice, conduct product testing on animals. We engage third-party analysis for non-animal testing methods to support the safety of our products, including historical data, information from our suppliers, waivers and other non-animal testing methods where possible. If a regulatory body, such as the EPA, mandates animal testing, we engage the services of an independent third party that is properly licensed and appropriately accredited to conduct such federally-mandated testing.



## R&D FIELD TRIALS OF MIRACLE-GRO ORGANIC RAISED BED & GARDEN SOIL

In preparation for the launch of our next generation organic products in 2024, including the new Miracle-Gro Organic Raised Bed & Garden Soil, the Gardens R&D team led one of the largest biology trials in company history. Within this trial the team studied the quality and performance of the product on over 300 plants. The study was carried out across various growing platforms, including 138 raised beds and six garden rows. With a major focus on developing products that are locally crafted\*, this test also included soil mixes representing various regions in the U.S., as product efficacy and performance needed to be consistent across geographic locations.

The importance of these trials is further magnified by the fact that organic growing media tends to be more complex to design than its conventional counterparts. For example, the soil blend contains a quick release fertilizer to help grow plants. These organic fertilizer ingredients have a tendency to

interact with other ingredients, such as aged bark and compost. Therefore, it becomes even more imperative to ensure we are screening quality input materials and accounting for these complex interactions.

Large-scale trials like these help us deliver quality products to new and experienced gardeners with resources for successful planting and outcomes. In addition, we went head-to-head with several major competitors in the market and proved once again that consumers rely on Miracle-Gro products to deliver superior performance.

\*Manufactured less than 150 miles on average from where the product is sold, excluding AL & HI



## PACKAGING & OPTIMIZATION

Packaging is important, not only to maintain the functionality and efficacy of the product, but also to withstand exposure to a variety of environments indoors and out. Our engineers leverage rigorous methods when designing, testing and qualifying our packaging and application devices. Additionally, we ensure our packaging provides clear labeling and information to optimize results and prevent misapplication and off-target contact.

Many consumers, customers and other stakeholders have concerns around plastic packaging's impact on the environment. We share these concerns; so, along with producing effective and durable packaging, we continually pursue more sustainable solutions by reducing virgin plastic usage, increasing Post Consumer Recycled content and designing for recyclability.

Plastic remains the most effective packaging material for heavy and bulky products such as fertilizer, soil and mulch due to its ability to withstand the harsh outdoor marketplace of the Lawn & Garden category. Roughly two thirds of the plastic used in our packaging consists of thin films that are incredibly efficient packaging systems, often carrying 50 pounds of product successfully through the supply chain in a bag made with just a few grams of plastic.

While the majority of these bags are constructed of mono-material thermoplastic film that is technically recyclable, the infrastructure to collect and sort post-consumer films does not exist today for these types of products.

Despite this challenge, we are determined in our efforts to pursue sustainable packaging solutions to support our ESG goals and help us reduce our impact on the environment.



## NEW ORGANIC SOIL AND MULCH OFFERINGS EXPAND SUSTAINABLE EFFORTS

Organic gardening is on the rise across demographic groups with over 76 percent of millennials alone expressing their extreme interest in organic gardening. In response, we developed the Miracle-Gro Organics product line with the 2024 launch of two new products, Miracle-Gro Organic Raised Bed & Garden Soil and Miracle-Gro Organic All Natural Mulch.

Our Organic Raised Bed & Garden Soil is a uniquely crafted soil blend for raised bed or in-ground gardening. This organic mix is peat-free and made with upcycled green waste. It is also locally crafted, meaning the product is manufactured less than 150 miles on average from the stores in which it is sold (excluding Alaska and Hawaii). The soil blend also includes a quick release natural fertilizer that feeds plants for up to two months and grows more vegetables when compared to an unfed plant.

Our Organic All Natural Mulch is the first and only organic mulch being offered in the retail space with national distribution. It boasts a dye-free formula, use of 10 percent Post-Consumer Recycled (PCR) content in the packaging and sustainably forested wood. With no runoff from dye, this product is waterway safe. Furthermore, the use of natural forest products - rather than construction debris or pallet wood used by some competitors - results in a product that is safe for kids and pets when used as directed.

Our R&D Growing Media team carefully evaluates every component of these products from a physical, microbial and chemical level. This degree of detail shows our commitment to science and innovation and makes us confident that we are bringing high-quality organic growing media to the market.

Our sustainable packaging strategy includes multiple initiatives:

**Redesigning packaging**

In 2023 we rolled out a multi-year development project code-named “Sugar Ray” (based on the legendary welterweight boxer Sugar Ray Leonard). The project came to life in the form of our large format Ready To Use bottles, used across 30 products such as Ortho Home Defense, Bug-B-Gon and Ortho GroundClear. The project objectives were to deliver a consumer- and manufacturing-friendly package at a lighter weight with greater or equal strength and performance. In 2023, these objectives were realized as new bottles with optimized geometry, more ergonomic handle and larger label panel for consumer information started arriving at stores with an average of 10% less plastic resin than previous designs. The bottle was designed to optimize the manufacturing processes at both our supplier and internal manufacturing plants, optimizing energy use and reducing scrap/waste. Once fully implemented, the project will reduce our use of High Density Polyethylene plastic resin by 1.24 million pounds, while delivering a robust, high quality consumer friendly packaging solution.



The closure that accompanies our large ready-to-use offerings was also redesigned to a more intuitive, easy-to-use closure that reduces the overall component weight by 20% vs previous design.

**Increasing recycled content**

We were able to increase Post Consumer Recycled (PCR) content in our Osmocote Plant Food bottle from 25 to 50 percent in 2023. This was achieved by securing a reliable high-quality recycled resin feedstock that performed well in validation testing. We also launched a new Dye Free Mulch in packaging with 10 percent PCR, our first commercial launch of flexible film with recycled content. On the other side of the spectrum, we were forced to remove PCR from various Miracle-Gro Liquid Plant Food bottles in order to pass our internal distribution testing, which ensures product integrity throughout the supply chain. Unfortunately, the removal of PCR from plant food bottles offset the gains made by



adding and increasing recycled content in other products. As a result, the PCR content across the portfolio remains at 6 percent.

These projects are representative of the wins and challenges we continue to experience as we strive to meet our recycled content goals. Each time a plastic material is mechanically recycled, its physical properties deteriorate, which can negatively impact the package performance, as witnessed with our plant food bottles, and limits the use of recycled content while maintaining product integrity. Another complicating factor is the limited ability to add PCR content in flexible films, which make up approximately two-thirds of our plastic usage. Unlike rigid bottles that have been recycled and produced with PCR for decades, the flexible film industry is in its infancy in creating the technology and supply chain required to support PCR inclusion. Further compounding this issue is the fact that flexible films are not currently accepted in curbside recycling bins in the U.S. due the limitations of the recycling industry’s existing infrastructure. This limitation has caused a scarcity of the materials required to develop the technology within the flexible film industry.

Despite these challenges, we are committed to making progress in this area and continue to pursue and partner with leading suppliers in this space. As we look forward to our next goal setting exercise, we expect to incorporate new sustainable packaging goals - including increased recycled content. We are not giving up. We are, instead, working to obtain consistency among the various recycling regulations and clarity that will allow us to set goals that are attainable and less vulnerable to fluctuations of state legislatures.

**Redesigning our Applicator Devices**

In FY23, we advanced the optimization of product application devices by implementing a new “transmission” design on our Mini and DLX spreaders. The improvement was initiated by consumer feedback mined from our consumer data gathered by our ScottsMiracle-Gro call center and brand websites as well as retailer websites, star ratings and social media.



A major learning from these insights was that consumers were using non-company products such as sand, pelletized lime and rock salt in their spreaders, damaging the spreaders and creating inconsistent results. As a result of these insights, using Good Research Practices, we changed our design approach to test and qualify spreaders with these more aggressive materials. We also had two custom, automated test fixtures designed and fabricated to test the spreader’s life expectancy. These fixtures feature a constant flow of real product via a closed loop recycling system to feed a year’s worth of product into the spreader in a matter of hours. Additionally, servo motors driving the “transmission” at a constant rate collect real-time torque and strain data providing us insight on the key wear parts and anticipated failure points. This work redefined the way we design and test our spreader devices, leading to significant product improvements. Specifically, the changes resulting from these tests improved the life cycle performance (life expectancy) of the Mini Spreader by 250 percent and the DLX spreader by more than 500 percent.

**Changes in the Recycling Regulatory Landscape**

Our work to comply with state Extended Producer Responsibility (EPR) laws and our internal PCR policies guide our goal to continuously increase recyclable, reusable and compostable materials in our product packaging. We will continue designing our products in an attempt to be compatible with today’s recycling infrastructure and use the standardized labeling system How2Recycle® to help our consumers understand and properly dispose of our packaging. In FY23 we added How2Recycle® labeling to over 100 new packages to promote and educate consumers about recycling. We plan to incorporate this standard into packaging that is not subject to other recycling communication standards, some of which may be required by specific regulations.

Since our last report, five states have enacted EPR legislation with differing definitions of recycling and material classifications. Due to the uncertain future definition of the term “recyclable”, we did not assess the portfolio in 2023. Additionally, since setting the goal to achieve 50 percent recyclable packaging across the portfolio by 2025, How2Recycle has updated its guidelines several times, resulting in challenges to meeting this goal.

As mentioned in the [ESG Goals section](#) of this report, flexible films (used to package mulch and soil) account for nearly two-thirds of our plastic usage and more than 60 percent of total packaging materials taken home by consumers. While legislative and agency efforts to update and address uses and recycling of plastic packaging are well intentioned, without the standardization of terminology and guidelines along with private sector supply chain partnerships, these programs will continue to face significant challenges and implementation delays as the industry attempts to comply.

**Sustainable material sourcing**

The majority of our paper-based packaging is certified by the Sustainable Forestry Initiatives (SFI) or Forest Stewardship Council (FSC). We aim to increase this quantity to 100% of our paper-based packaging. As we explore more sustainable packaging options, we consider major market trends such as direct-to-consumer delivery as well as the associated environmental and social challenges. We will continue to improve our packaging sustainability through a collaborative process, engaging with our customers, suppliers, consumers and industry trade groups. We strive to develop solutions for the fundamental issues within the circular economy, including addressing gaps in recycling infrastructure, diverting waste from landfills and extracting value from post-consumer packaging material.

For more information about our packaging and recycling efforts, please see our highlight story about our post-industrial plastic film scrap recycling program in the [Operating Sustainably section](#) of this report.

## CONSUMER EDUCATION

Beyond providing consumers and cultivators with products that are effective, simple and safe when used as directed, we provide them with resources for proper use and maximum benefits. We are committed to product safety and utilize appropriate governance mechanisms, including a rigorous ingredient research and testing process, to ensure our products meet regulations and are consistently safe for people, animals and the environment when

used as directed. Our product labels provide clear directions for use as well as precautionary and first-aid information. We also use technical bulletins, product labels, our websites and marketing campaigns to share product and ingredient information along with disposal and recycling instructions.

Our Bee Responsible program under our Ortho brand is a testament to how we advance education on multiple fronts. The program launched in retail stores nationwide in 2019 and continues to grow. Pollinators such as bees and butterflies are critical to healthy and diverse ecosystems and are particularly important for the landscapes that people care for and care about. We engage experts in the field, including scientists, third-party experts, universities, research centers and nonprofit organizations, to determine the best ways to protect pollinators.

We share that knowledge through programs such as Bee Responsible, which provides consumers with clear and concise tips for responsibly using Ortho brand outdoor garden control products to minimize impacts on pollinators. We also collaborated with a leading national pollinator nongovernmental organization to develop the following pollinator-protecting guidance to print on displays and bottles:

- Plant pollinator-attractive plants
- Always use products as directed
- Spray on foliage to avoid blooms
- Spray when air is calm to avoid drift
- Apply at dusk and dawn when bees are less active
- Do NOT spray when bees are visiting the treated area

In 2023, Ortho initiated a partnership with the Central Ohio Beekeepers Association (COBA) to establish an apiary at the company’s headquarters in Marysville, Ohio. COBA promotes bees and beekeeping through educational opportunities for new and advanced beekeepers. The new apiary, established in 2024, will provide community education about 5-frame hives and support honeybees through the winter months.



### GREENPRINTS TO REIMAGINE A YARD USING LESS WATER

The definition of what a lawn can be is changing, and regardless of how that looks, caring for it responsibly is essential. A featured element of our [#ThinkWaterPositive initiative](#), the Greenprints campaign inspired and taught homeowners to explore water positive possibilities through xeriscaping with drought-tolerant and native plants. To bring these Greenprints vibrantly to life, we partnered with HGTV celebrity landscape designer, John Gidding, to create a series of water conscious yard designs that can be easily accessed and customized through the landscape design app, iScape.

We created five designs that took into account the climates of five regions of the country: the West Coast, East Coast, Midwest, Southwest and Northeast. With the designer’s expertise as well as ScottsMiracle-Gro and Bonnie Plants resources, we showed that it’s possible to create a space that is equally as beautiful as it is water positive.

# Operating Sustainably

We work to GroMoreGood by incorporating sustainability principles across our operations and supply chain to ensure our activities align with our company's purpose and values. This includes increasing efficiencies, conserving resources and creating products in a way that our consumers can trust.

In this section:

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Health And Safety

Waste

Water

Energy and Emissions

Suppliers





We strive to implement sustainable practices throughout our operations and supply chain by seeking ways to better conserve resources, improve efficiencies and produce trustworthy products that exceed consumer and customer expectations.

Our Environmental Health and Safety (EHS) management system enables us to effectively manage our operational impacts. We use this system to schedule compliance activities, track key EHS indicators and organize internal reports. We proactively conduct regular EHS audits that aim to safeguard compliance with environmental, health and safety regulations and our internal standards. We are committed to monitoring and reporting on environmental issues and provide our associates with training on these issues, including air, water, waste and chemical management.

Using third-party external assessments and weekly internal reviews, we identify continuous improvement opportunities for our EHS practices to reduce and prevent health and safety risks. Tracking performance indicators uncovers data-driven opportunities to enhance our management approach for waste, water, energy and occupational health and safety. In 2023, to set targets for future improvement, we initiated a data collection process for waste across our business and continue to look for ways to improve these processes in 2024.



## HEALTH AND SAFETY

The safety and well-being of our team members is our top priority, and we have health and safety programs in place to provide for their protection. Associates, business partners and contractors are covered by our EHS management system, which references ISO 45001 guidelines. Our “Plan-Do-Check-Act” strategy plays a key role in our EHS management process, allowing us to quickly identify and address health and safety priorities. Our safety program encourages and enables associates at every level to submit concerns and share feedback when they encounter behaviors and conditions that they perceive to be unsafe. Our EHS management process includes investigating and responding to associate concerns and incidents and mitigating risks to maintain and promote a safer workplace.

During new hire orientation, employees receive health and safety training, reinforcing the importance of safety while providing new associates with the skills to safely succeed in their roles. We customize safety training for each employee based on job type and level. To ensure supervisors have their teams’ safety as top priority, our Supervisor EHS training focuses on three areas: general knowledge of applicable regulations, knowledge of necessary systems and leadership training elements.

We encourage associates across our operational sites and sales teams to participate in Safety Committees, which play a significant role in promoting safety awareness and engagement at local and national levels and provide a platform for associates to focus on safety and learn best practices.

Our site leaders work every day to increase health and safety awareness through pre-shift safety meetings, which cover safe work tips, tools and standards, and associates align on their approach and plans for the shift. Through active participation and collaboration, these meetings provide associates with an opportunity to voice and take ownership over health and safety concerns, encouraging each other to uphold a safe working environment for all.

To further mitigate risks and align all team members to our EHS directives, we use compliance calendars that highlight important dates for EHS inspections and deadlines to meet voluntary and regulatory requirements. These calendars serve as a valuable tool for site associates to track and complete critical tasks and self-evaluations.



## LAWRENCEVILLE SAFETY ACHIEVEMENT

In 2023, our Lawrenceville, Virginia manufacturing site

**celebrated  
30 years without a lost time accident.**

This profound safety milestone demonstrates excellence in EHS management and our ongoing commitment to safety. Lawrenceville continues to exemplify our safety culture as a leader among our manufacturing sites and broader industry.

To commemorate this 30-year commitment, we hosted a celebration with EHS and supply chain leaders along with past and present Lawrenceville associates. We look forward to continuing this momentum to help ensure the safety of all our associates today and in the future.

## OUR VISION FOR ASSOCIATE SAFETY

Our safety culture is grounded in our company-wide vision and values for safety. Created by cross-functional teams of associates, our vision and values guide our efforts to keep our associates safe every day. We reinforce our vision and values by sharing values of the week and values of the month.



### Safety Vision:

To help all associates live their lives to the fullest by fostering safety at work and at home.

### Safety Values:

- We value safety and well-being above all else. Safety is and will always be a top priority, ahead of cost, production volume, sales or quality.
- We believe work-related incidents and injuries can be prevented. There is a combination of behaviors and environments that lead to accidents – our job is to proactively identify these factors, to the extent possible, and provide the tools and education to our associates to keep them safe.
- We are personally accountable for our own, and collectively responsible for each other's safety. Everyone needs to take responsibility and ownership for their own safety—only we can choose our behaviors and actions. We should all look out for each other and support our co-workers, friends and families to ensure their safety as well as our own.
- We are all empowered to take action on safety. All of us can take action on safety and in fact, are expected to do so. Each associate has the power and responsibility to identify and help resolve any unsafe act or condition.
- We will learn and improve by reporting incidents and hazards. In order to improve we have to report accidents and near misses. We perform robust root cause investigations to ensure that we learn from each and every incident. We then share these lessons broadly to help prevent reoccurrence.
- We will celebrate our safety successes. We will focus on our opportunities for improvement and share best practices. We will also take the time to stop and celebrate our

safety accomplishments.

- We should never be satisfied or complacent with our safety performance and culture. Regardless of how we perform in safety, we will be relentless in our pursuit of zero injuries. Even one associate hurt is too many. We commit to continuously improving our safety performance.

We assess our health and safety performance using an EHS Scorecard composed of leading and lagging indicators. Our evaluation includes progress measurements for safety training, behavioral-based safety observations, near-miss reporting, total recordable incident rate and lost time accident rate. Use of this tool drives accountability and provides the opportunity to set goals and monitor our progress.

We believe in keeping our associates informed about safety best practices at work and at home. We maintain open communication throughout the year, highlighting relevant areas of concern and sharing educational materials through monthly newsletters and other platforms to equip our associates with the necessary tools to be prepared and stay safe. During National Safety Month in June 2023, we focused on safety communication by sharing tips for associates to stay safe at home and encouraged them to share this information with their families. We are members of the National Fire Protection Association, an international nonprofit organization devoted to eliminating death, injury, property and economic loss due to fire, electrical and related hazards. We celebrated Fire Prevention Week's campaign "Fire won't wait. Plan your escape," where we shared valuable information with our associates to increase awareness and provide simple but important actions to keep themselves and those around them safe from fires. We continued this awareness through December 2023 by sharing information on safe holiday decorating.



## RECYCLING PLASTIC WASTE INTO TREX OUTDOOR PRODUCTS

In 2023, we developed a relationship with Trex to recycle plastic waste from our production operations through their NexTrex recycling program. In 2023, we were able to divert 160,000 pounds of plastic waste from landfills and recycle it into beautiful new Trex outdoor products.

Similarly in 2022, we reported a partnership with the advanced recycling company Brightmark, to send mixed plastic waste from select midwest growing media operations to their Ashley, Indiana recycling center. The goal of the partnership is to divert plastic waste typically destined for landfills and redirect it to their advanced recycling center to process it into valuable new products and feedstocks. Brightmark has faced challenges commissioning their Ashley facility, but we continue to work towards the goal and will begin sending this diverted waste stream once they are up and running.

12 RESPONSIBLE CONSUMER AND PRODUCER **WASTE**

Our waste reduction strategy seeks to identify opportunities to minimize waste across our direct operations and throughout our value chain. By identifying product circularity opportunities such as recycling, reuse and material reduction, and by setting strategic goals, we reduce our footprint.

We aim to minimize material use and waste sent to landfills by recycling and reusing materials as much as possible. To reduce operational waste, we recycle wooden pallets, cardboard and plastic, and educate our associates on the benefits of recycling. Across our operations, we recycled more than approximately 7,750 short tons of waste in 2023.

**7,750**  
short tons of waste recycled in 2023

Reducing, recycling and reusing waste in each manufacturing environment remains a key focus. Through engagement with take-back partners, we directly recycle certain types of packaging waste. We also explore innovative ways to reduce packaging waste. For more information about our packaging waste reduction efforts, please refer to the [Innovative Products](#) section of this report.



Some of our potting mixes use coir, a natural material obtained from coconut husks that can be processed into coir fibers, chunks or pith. We use coir in professional and consumer potting mixes, growing media and lawn repair products for its high absorbency rate, which ultimately reduces frequency of watering and overall water use. Our Marysville manufacturing team collaborates with local landscape, renewable energy and organics management firms to reduce the waste sent to landfills resulting from coir manufacturing. Through these collaborations, we find ways to beneficially reuse those waste materials into other consumer goods and in other agricultural, municipal and industrial applications. In 2023, we diverted 1.66 million pounds of coir waste from landfills through these partnerships.

We collaborate with third-party operators to transport and dispose of any hazardous waste from our processes and to comply with applicable regulations. In 2023, we partnered with Clean Earth, an environmental and regulated waste management company, in a new waste-to-energy program. Clean Earth recycles solid hazardous wastes generated from our manufacturing processes to create blended fuel for cement kilns. While the cost for Clean Earth is 15 percent higher than traditional incineration, we are committed to investing in this sustainable solution that beneficially reuses this waste. In 2023 we achieved our goal to redirect 30 percent of this waste stream to Clean Earth.

**CIRCULAR ECONOMY PILOT PROGRAM**

In Canada, our plastic packaging recycling program increases recycled resin in our peat bales. After the bale has been used at our site, we send it to a local recycler that cleans and converts the film to recycled pellets. These recycled pellets are then used by the bag manufacturer to make new peat bales, completing a circular supply chain for these bags. The program reduces landfill waste and serves as an example of new initiatives to reduce our consumption of virgin plastic.



**GIVING WASTE NEW LIFE, LOCALLY**

As a leading user of compost in North America, we are uniquely positioned to drive circularity. By redirecting green waste, such as grass, tree trimmings and organic waste from commercial landscaping, tree cultivation and agriculture into our products, we reduce waste that may have otherwise gone to landfills and contributed to methane emissions. Through our products, these waste materials re-enter the growing cycle as soils, growing amendments and mulches. Our company recycled roughly 5.5 billion pounds of green waste in 2023.

Our growing media procurement team has developed a network of hundreds of local, small- and medium-sized suppliers, including green waste suppliers, across North America. This network provides the raw ingredients for our growing media products. This “growing local” strategy reduces costs and emissions associated with shipping heavy organic materials over long distances and contributes to high-quality product blends that meet consumer needs. Our dozens of growing media plants across North America make it possible for the majority of the inputs for our soils to be sourced within a 120-mile radius on average.

WASTE (SHORT TONS) <sup>4</sup>	FY2021	FY2022	FY2023
Total Waste Generated	153,758.4	31,280.3	42,942.7
Waste to Landfill	5,378.2	15,389.6	19,479.2
Waste Diverted from Landfill	140,510.9	2,025.2	9,354.8
Hazardous Waste Generated	3,648.8	3,481.8	3,898.2
Waste Intensity (per Production Ton)	0.02	0.01	0.01

<sup>4</sup> FY2021 data includes greater than 95% of all sites reporting some type of waste data. In FY2022, 91.9% of sites reported waste data. In FY2023, 100% of sites reported waste data.



## WATER

Water stewardship, including water quality and conservation, is a material focus for our company. Harmful algal blooms (HABs), driven by nutrient runoff, affect freshwater and marine waters in over half of the U.S. each year. These HABs are exacerbated by increased temperatures and the accelerating frequency and intensity of rainfall events caused by climate change. In the American West, severe drought demands have heightened water conservation efforts.

As the leader in lawns and gardens, we have a responsibility to help people navigate these challenges while preserving the benefits of outdoor green spaces. Green spaces and healthy lawns provide environmental benefits such as supporting ecosystems, capturing carbon, protecting groundwater quality, reducing noise and glare, dissipating heat and the commensurate heat island effect, and reducing the energy required to cool nearby buildings. These water use issues are opportunities for our company to make a positive impact. Through product innovation, we are providing consumers with products that help them conserve water and minimize fertilizer overuse and runoff. Additionally, we partner with leading environmental organizations, providing them with important financial support to drive scientific innovation, protect waterways and advocate for everyone's right to safe and accessible water.

Our water stewardship extends to our manufacturing processes, as we explore innovative ways to reduce water use and water-related impacts on local communities. We do not discharge untreated manufacturing wastewater, instead reclaiming it at our two highest water use plants.



## HELPING CONSUMERS TO THINK WATER POSITIVE

Our [#ThinkWaterPositive Initiative](#) launched in 2023 to address water quantity and quality challenges. #ThinkWaterPositive educates consumers on how they can save and protect water resources while creating, maintaining and enjoying living landscapes that work in concert with the environment. The initiative promotes our long-standing water stewardship commitments to water-wise product innovation, nonprofit and community engagement and consumer education.

#ThinkWaterPositive comprises these three pillars:

### Research and development:

Our teams enhance and promote turf, soil, fertilizer, plant food and application products that minimize water use and quality impacts. Examples range from water maximizer and moisture control products to drought-tolerant groundcovers and precision applicators to prevent overuse of fertilizer products. Other examples range from reformulations, such as increased use of slow-release nitrogen and the removal of phosphorus to mitigate algal blooms, to alternatives to traditional turfgrass, such as drought-tolerant clover lawns.

### Environmental nonprofit partnerships:

Through our relationship with the National Partner Network, we support leading environmental organizations that have a combined reach of 150 million people. We further drive water stewardship at the community level by partnering with more than a dozen other environmental organizations. For example, The Scotts Miracle-Gro Foundation's support of the Alliance for Water Efficiency led to the development of the Home Water Works Calculator to provide consumers with strategies and customized data to improve overall household water efficiency.

### Consumer education:

We teach homeowners about the benefits of green spaces, how to do more with less water and how to reimagine yards as water-wise landscapes. One way we contribute to consumer education is through the Scotts Training Institute, which educates retailers and associates on best practices to reduce water impacts so they can in turn share this knowledge with others in their stores and communities. Our scientists and horticulturists also provide region-specific tips for homeowners through the corporate and brand websites to minimize water use in local communities.

## ENERGY AND EMISSIONS

We aim to reduce our operational energy use and increase energy efficiency to reduce greenhouse gas emissions. To correctly represent our emissions, we work to accurately capture our energy footprint and data from all of our emissions sources. In 2022 we established a greenhouse gas emissions inventory and baseline, giving us a deeper understanding of our energy and emissions impacts. We plan to report on our updated energy and emissions status and strategy in 2025.

Our primary sources of emissions come from electricity and natural gas to power our operations and sales team's vehicles. To reduce usage, we set a goal to convert 20 percent of our fleet to hybrid vehicles by 2025. While we have decided to suspend this goal, as discussed in the [ESG Goals section](#) of this report, we have made progress in reducing emissions and gaining efficiencies in our operations in several other ways. For example, we invested in equipment replacements and updated technology to increase efficiency at our sites. Examples of this include palletizer replacements, wrapper improvements and control upgrades.

In 2023, we made a considerable investment in control equipment to cut ammonia emissions from the resin-making process at our Marysville location. This equipment, also known as a Sulfuric Acid Scrubber, reduces ammonia emissions and associated odors and aligns with our plan to convert the ammonia emissions into an ammonium sulfate solution starting in late 2024. The ammonium sulfate solution from the scrubber will be marketed and sold in the region for agricultural and/or industrial uses. In 2024, we made progress toward the construction and commissioning of this project, and we look forward to reporting in the future the quantified waste diverted from landfills and the net change in ammonia air emissions as a result.

To reduce emissions in our value chain, we design energy-efficient products that help our customers reduce their emissions. Our industry-leading Hawthorne LED lighting technology was developed for use in indoor growing operations in the legal cannabis industry in the U.S. as well as the professional horticulture sector in North America and Europe.



## WASTEWATER REUSE, WASTE ELIMINATION, AND AIR QUALITY IMPROVEMENTS

Water is essential throughout the fertilizer manufacturing process, from cooling and cleaning to air-pollution control. Water treatment facilities face challenges when attempting to treat the nitrogen-rich wastewater generated through our fertilizer manufacturing processes. In response, we developed an innovative solution to reduce our wastewater and mitigate its impact.

For the last several decades, we have partnered with farmers to reuse nitrogen-rich wastewater consistent with Ohio EPA regulations and best practices. At our main fertilizer plant, four 20,000-gallon storage tanks continuously recirculate water. When the water becomes overly nitrogen-rich, it is emptied into tanker trucks 4,500 to 5,000 gallons at a time. The farmers then take up to 30 loads, between 1 and 2 million pounds per month. This nitrogen-rich water is used during the corn, soy and wheat growing seasons, creating a reuse and waste reduction solution that is a win-win for our company and our farmer partners. In 2016, we built a 600,000-gallon water storage tank on one farmer's property to aid the farm's operations.

Expanding upon sending nutrient-rich water to farmers, in 2023 the fertilizer plant initiated an improvement project that will begin capturing ammonia in 2024 previously emitted to the atmosphere. This project includes the installation of new air pollution control equipment that will capture ammonia emissions from the air and convert it to a high quality ammonium sulfate product. The product will be used in the regional agricultural and/or industrial markets instead of being sent as waste for solidification at landfills. Another positive impact of the project is an expected significant reduction in ammonia air emissions.

In 2023, Scotts eliminated approximately 600,000 pounds of waste by donating unused products destined for disposal. Multiple product giveaways and donation events helped raise funding for both local and national charities and philanthropic organizations.

In 2023, we transitioned to solely offer LED lighting for sale, due to the energy savings and higher outputs it brings compared to less efficient lighting solutions. Our Gavita and Agrolux Wega brands produce energy savings of up to 30 to 40 percent over traditional high-intensity discharge (HID) and high-pressure sodium (HPS) lighting technology (based on wattage comparison). In addition to the energy benefits, research and development activities involving our Gavita 2400e light in our own indoor growing operations demonstrated improved yield versus traditional HPS fixtures. Our customers rely on us to provide products that enable resource efficiency specific to their region as we adapt to a changing climate.



Our ProVista turfgrass requires less frequent maintenance, thereby reducing the amount of energy to maintain a lawn when compared to conventional turfgrass. While all plant-based yards absorb carbon dioxide, ProVista requires 50 percent less mowing, further reducing carbon emissions generated by gas-powered and electric lawn mowers.

The emissions and energy tables below provide data on our greenhouse gas emissions and energy consumption for the previous four fiscal years. Data in these tables is enterprise-wide including Hawthorne and corporate offices, unless otherwise noted.

GHG EMISSIONS (MT CO <sub>2</sub> e)	FY2021	FY2022	FY2023
Scope 1	57,481	82,778	105,661
Scope 2, Location-Based	55,018	60,813	53,764
GHG Emissions Intensity (per Production Ton)	0.02	0.07	0.03
ENERGY USE (GJ)	FY2021	FY2022	FY2023
Total Use Energy	1,465,221	1,895,467	1,889,059
Energy Intensity (per Production Ton)	0.20	0.35	0.41
AIR EMISSIONS (kg) <sup>5</sup>	FY2021	FY2022	FY2023
NO <sub>x</sub>	13,798.3	12,503.4	10,215.1
SO <sub>x</sub>	81.6	75.2	61.6
Particulate Matter (PM)	21,944.8	16,438.2	6,976.2
Volatile Organic Compounds (VOCs)	2,068.4	1,909.7	1,642.0

<sup>5</sup> Air emissions are collected and reported on a calendar year basis. ScottsMiracle-Gro is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the U.S. EPA, but represent our company's tracking and estimation of this data.



### NEW MARYSVILLE DISTRIBUTION CENTER CONSOLIDATION

In 2023, we opened a new Marysville Distribution Center, consolidating five previous distribution centers into one. This distribution center will save an estimated 200,000 miles in transportation each year, leading to significant efficiency benefits, including an estimated reduction of 252 mtCO<sub>2</sub>e. Our localized approach to distribution demonstrates our commitment to finding efficiency opportunities throughout our operations while still delivering to our consumers.



### PROJECT GIGATON - GIGA-GURU STATUS ACHIEVED 2X IN ROW

In 2023, ScottsMiracle-Gro again achieved Giga Guru status in Walmart's Project Gigaton™ initiative to reduce emissions in the global value chain by 1 billion metric tons (a gigaton) by 2030. To achieve Giga-Guru status, a supplier must set SMART goals (specific, measurable, achievable, relevant and time limited), agree to share these publicly and report reduction of emissions in the most recent reporting year. This was our second consecutive year of Giga Guru status and we were recognized as being a top Hardlines supplier.

Our goals aligned with Walmart's Nature, Packaging and Enterprise-level categories, resulting in a reported emissions reduction of 63,624 (up from 56,661.5 in 2022) metric tons of CO<sub>2</sub> from reductions of waste, packaging and transportation emissions. In 2024, we plan to make further progress in CO<sub>2</sub> emission reductions within Project Gigaton.

# SUPPLIERS

We earn trust by making ethical decisions and partnering with suppliers who share our values and uphold our high-quality standards. Our business relies on our suppliers to provide raw materials, product components and other necessary additives, including active ingredients in our products. Primary inputs include product ingredients such as bark and grass seed, composts, sphagnum peat, resins, urea and other fertilizer materials. Supplier collaboration helps to ensure continuous and predictable supply while minimizing costs. At our annual supplier conference, we engage with suppliers to share best practices and reinforce our expectations of corporate integrity, responsible product sourcing and the safety and well-being of workers across the global supply chain.

Our key supplier programs and policies include:

### Supplier Relations Policy

Outlines in more detail our expectations and guidelines for our associates in their interactions with third parties, including our suppliers.

### Supplier Code of Conduct

Our Supplier Code of Conduct outlines the values that we hold and the expectations that we have of our suppliers, particularly in the areas of environment, labor and social relations. It sets forth basic standards of safe, ethical and fair business practices that we expect throughout our supply chain. We communicate this Supplier Code of Conduct internally and externally, to transparently state our position on topics such as modern slavery and human trafficking, compensation and benefits, working hours, health and safety, freedom of association and collective bargaining, environmental protection and anti-bribery and corruption.

### Supplier Engagement Program

Through this program, we engage with our suppliers to help ensure that they understand our Supplier Code of Conduct and are meeting our expectations as a supplier.

In 2023, we made progress toward implementing our Supplier Engagement Program to help ensure suppliers conduct operations in accordance with ScottsMiracle-Gro’s Supplier Code of Conduct. The Supplier Engagement Program enables transparency and goal setting around environmental stewardship and human rights with some of our most significant suppliers. We defined a process to address identified risks in a timely, effective and efficient manner.

Many of our suppliers are actively undertaking their own sustainability initiatives, and our Supplier Engagement Program amplifies their efforts through measurement and accountability to increase our collective impact. Our goal is to demonstrate improvement on identified GroMoreGood goals among 75 percent of our suppliers by 2025.

We also worked with a third-party consultant to conduct a risk assessment of our suppliers based on financial, geographic and industry risks. This information supports the engagement program by evaluating our key suppliers on ESG metrics, including topic areas of labor, health and safety, environment, business ethics and management systems.

## LOCAL PROCUREMENT

We aim to source raw materials locally to sustain local economies, ensure product traceability and reduce environmental impacts from transportation. We source materials to include in compost and growing media products within 120 miles of the plant, on average. In 2023, 70 percent of our mulch procurement came from local operations. For more information about our local procurement efforts, please see the [Innovative Products](#) section of this report.



## SCOTTS IS PROUD TO PRODUCE MULCH ACROSS THE COUNTRY

With our network of over 30 plants across the country, each bag is manufactured an average of 100 miles from the store where it is sold. This local supply leads to reduced shipping costs and fuel usage and supports local economies. No matter where our consumers shop, we do our best to ensure each bag of Scotts Mulch is made at the location closest to their store.



## RESPONSIBLY SOURCING PEAT MOSS

Peat is a valuable ingredient in soil and potting mixes that home gardeners and commercial growers appreciate for its soil amendment properties. In addition to providing ideal soil consistency and moisture retention, peat has important environmental benefits, including trapping carbon and supporting wildlife. Because peat is a limited natural resource and provides environmental benefits, we prioritize responsible sourcing. Many of our peat moss production sites in Canada are certified [Veriflora® Responsibly Managed Peatlands](#), demonstrating our commitment to the preservation and restoration of these vital ecosystems. In Canada, where our peat is sourced, strict regulations control access to the territory and conservation of its resources.

Scotts Canada participates in collaborative research with universities throughout Canada under the Peatland Ecology Research Group (PERG), a collaboration between the scientific community, the peat industry and government agencies. This collaboration improves our understanding of the impacts of peat use and the best practices for rehabilitation. PERG’s mission is to develop knowledge about peatlands and wetlands and their ecological restoration to guide societal responsible peat management.

Notably, recent research has shown that:

- A plant cover, composed of typical bog species dominated by sphagnum mosses, can be re-established within three to five years.
- The productivity rate of sphagnum mosses and the accumulation of organic matter in restored bogs after eight years are comparable to those in pristine sites.
- The annual carbon balance of restored peatland sites returns to values comparable to those of the natural environment within 10 to 15 years of restoration practices.

We are committed to developing and maintaining respectful and collaborative relationships with Canadian aboriginal communities where we source sphagnum peat moss. For example, we are supporting an Aboriginal Knowledge Study to document the historical use of a specific peatland environment in New Brunswick. As part of this study, a resource commissioned by a group of Mi’kmaq communities is conducting excavations to identify and preserve artifacts related to peatland use. In addition, a report compiling the results of interviews held with people from the community near the peat harvesting site was completed in 2023 to establish the historical facts and aboriginal traditions associated with this site.



## FREQUENTLY ASKED QUESTIONS ABOUT PEAT SOURCING

**Q: Why is peat moss a staple for so many gardeners?**

**A:** Peat moss has a unique ability to support healthy, thriving plants. This lightweight material is naturally weed, pest and pollutant free. It helps keep nutrients and water available for plant growth — two of the biggest success factors for gardeners. Its consistent quality also makes it a great ingredient in growing media mixes.

**Q: Can peat harvesting be done responsibly?**

**A:** Yes. There is also a specific [certification](#) to assure consumers that peat producers have applied best management practices, managed by SCS Global Services, a sustainability service provider and third-party certifier. The SCS’ Responsibly Managed Peatlands program consists of an annual on-site audit, where SCS examines policies and procedures, conducts site visits and interviews workers to ensure conformance to the standard. Post-harvest restoration and rehabilitation of peat bogs is a significant part of the certification process.

**Q: What is peatland restoration?**

**A:** Peatland restoration aims to restore and promote the return of the ecological functions of the peatland, including biodiversity, hydrological regulation and carbon sequestration.

**Q: How does ScottsMiracle-Gro support responsible peat harvesting?**

**A:** In addition to adhering to the Veriflora standards necessary for certification and being subject to strict governmental regulations and policies aimed to support the conservation of peatlands, Scotts Canada participates in a national research program with the Peatland Ecology Resource Group (PERG), whose main research involves peatland management, biodiversity, hydrology, greenhouse gasses and sphagnum farming.



# Cultivating Strong Communities

We GroMoreGood in our communities by creating gardens and green spaces that transform neighborhoods, enhance the environment and foster holistic well-being from spending time outdoors. Additionally, we support causes we believe in and give back to communities in these ways: Through the work of The Scotts Miracle-Gro Foundation along with corporate campaigns and volunteer hours by our associates under our Give Back to Gro program.

In this section:

The Foundation's Philanthropic Commitments

Community Enhancement

Environmental Improvement

Youth Empowerment

Social Justice

Company- and Associate-Driven Community Initiatives



# THE FOUNDATION'S PHILANTHROPIC COMMITMENTS

We developed The Scotts Miracle-Gro Foundation to positively impact the communities where we operate and our consumers live. The Foundation's philanthropy is focused on four pillars under which, we endeavor to enhance communities through gardens and green spaces, improve the environment, empower youth in underserved communities and further social justice in the cannabis industry. These commitments complement our company's ESG strategy and connect to our material topics of climate change, diversity and equal opportunity, local communities and more.



## THE FOUNDATION'S FOUR PILLARS



### Community Enhancement Through Gardens

We support partnerships with community-based organizations, schools, local governments, and research institutions to increase access to public green spaces and bring more community gardens to our cities.



### Youth Empowerment

In partnership with The Hagedorn Legacy Foundation, we work to cultivate the intentional growth of "grit" characteristics in underserved youth, empowering them to achieve social mobility and a college education.



### Environmental Improvement

We partner with experts and environmental groups across the U.S. to help preserve access to a safe, abundant supply of water and protect pollinators. Our stewardship programs and initiatives drive our positive contributions toward a healthier planet.



### Hawthorne Social Justice Fund

We created the Hawthorne Social Justice Fund to support organizations committed to addressing long-standing social injustices in the cannabis industry and drive positive change in communities.



“Current and future generations deserve access to gardens and green spaces, clean water resources and the dream of a better future. That’s why we’re working to spark positive social and environmental change and cultivate good in our communities.”



- **Brian Herrington**, President, The Scotts Miracle-Gro Foundation and VP of External Affairs

## COMMUNITY ENHANCEMENT THROUGH GARDENS

The Foundation strives to enhance communities through the benefits of gardens and green spaces. The work comes to life through its partnerships and garden grants aimed at creating more green spaces and exposing kids to the power of growing gardens and their own food. In 2023, the Foundation provided grants to several local and national organizations including Columbus City Schools, Columbus Metropolitan Library Foundation, Franklin Park Conservatory, KidsGardening, Memorial Health Foundation, Mid-Ohio Food Collective, National Head Start Association, and The Columbus Foundation.

What follows are two examples of the Foundation’s impactful garden grant programs.



## NATIONAL HEAD START ASSOCIATION AND THE GROMOREGOOD GARDEN GRANTS

The Scotts Miracle-Gro Foundation celebrated its fifth year of collaboration with the [National Head Start Association](#) (NHS A) to bring [GroMoreGood Garden Grants](#) and gardening resources to Head Start and Early Head Start programs across the United States. NHS A partners with local Head Start and Early Head Start grant recipients to provide opportunities for children and families to lead healthier, empowered lives through child, family and community support programs. Through our ongoing partnership, Head Start and Early Head Start programs receive access to educational garden [curriculum](#) including seasonal garden storytime webinars. Additionally, the Foundation awards GroMoreGood Garden Grants used to supplement needs of existing garden projects, to help launch new garden projects, or to supplement or launch outdoor green space projects for Head Start and Early Head Start programs across the country. These grants encourage experiential learning, foster curiosity and provide children and their families with the benefits of access to healthy foods and green spaces.



Cook Inlet Native Head Start, Anchorage, Alaska - 2022-2023 GroMoreGood Garden Grant Recipient

These are the achievements from the past five years:

**10,000+**  
youth impacted

**5,000+**  
adults benefitted

**58**  
grant winners in 26 states and Washington, D.C.

Types of gardens created:



Edible



Therapeutic



Educational



Indoor



Pollinator



Sensory



Denver Public Schools, Denver, Colorado - 2022-2023 GroMoreGood Garden Grant Recipient

## KIDSGARDENING AND THE GROMOREGOOD GRASSROOTS GRANTS

We continued our partnership with [KidsGardening](#), a national nonprofit that supports educators and caregivers who bring the life-changing benefits of gardening to kids, by providing [GroMoreGood Grassroots Grants](#) to 160 programs in 2023. The grants funded various types of community-driven garden and greenspace projects that directly engage youth, including school and community gardens, urban farms, pollinator gardens and outdoor playscapes. Grants in the amount of \$500 were given to programs for the creation of new garden projects and the expansion of existing ones. Fifteen programs were awarded an additional \$1,000 in funding, for a total of \$1,500, for the following specialty award categories:

- **Plus:** Designed to fund new and existing garden programs that have greater funding needs due to, but not limited to, financial, environmental, safety, health, and regulation challenges.
- **Pride:** Designed to fund new and existing garden programs that serve a majority of LGBTQ+ youth.
- **Equity:** Designed to fund new and existing garden programs led by people of color that serve a majority of youth of color.

2023 recipients spanned 37 states across the U.S. and increased access to garden-based learning opportunities for more than 27,000 youth. A total of \$95,000 was awarded for the 2023 GroMoreGood Grassroots Grant period.

“Our gardening program was especially impactful for the families that had never gardened before. One such family was a grandparent raising their grandchildren. They shared, ‘Gardening was something lost in our family until this program. I remember my parents and grandparents doing it, but I never learned the skill. Learning the basics of gardening with my grandkids helped me reconnect to my past and feel that I am setting up my grandkids for a better future.’”

- Monica B., Athens Farmers Market, 2023 GroMoreGood Grassroots Grant and Plus Specialty Award Recipient



Caring People Alliance, Philadelphia, Pennsylvania - 2023 GroMoreGood Grassroots Grant Award Recipient



Caring People Alliance, Philadelphia, Pennsylvania - 2023 GroMoreGood Grassroots Grant Award Recipient



Parkview Community Greenhouse and Learning Kitchen at Parkview Hospital, Inc. - 2023 GroMoreGood Grassroots Grant Award Recipient



Statesville YMCA of NWCN, Statesville, North Carolina - 2023 GroMoreGood Grassroots Grant Award Recipient



Governors State University Family Development Center (University Park, Illinois) - 2023 GroMoreGood Grassroots Grant and Equity Specialty Award Recipient



Governors State University Family Development Center (University Park, Illinois) - 2023 GroMoreGood Grassroots Grant and Equity Specialty Award Recipient



Cultivating Connections Montana, Hamilton, Montana - 2023 GroMoreGood Grassroots Grant Award and Pride Specialty Award Recipient



Cultivating Connections Montana, Hamilton, Montana - 2023 GroMoreGood Grassroots Grant Award and Pride Specialty Award Recipient



True Colors Flint Hills, Manhattan, Kansas - 2023 GroMoreGood Grassroots Grant and Pride Specialty Award Recipient

# ENVIRONMENTAL IMPROVEMENT

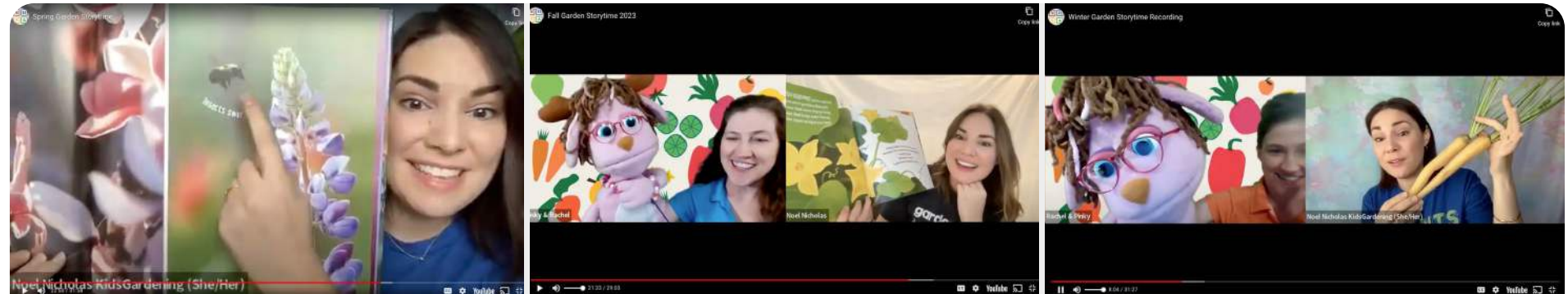
Augmenting our company’s investments in water-efficient products, solutions to minimize environmental impacts and ongoing consumer education, the Foundation partners with experts and environmental groups to help protect pollinators and preserve access to a safe, abundant supply of water.

## THE NATIONAL PARTNER NETWORK

The Foundation formed and financially supports the National Partner Network, a group of environmental organizations at the forefront of change through their dedication to tackling a wide range of environmental issues, including improving waterways, conserving water across the country and preserving and restoring pollinator habitats. The organizations within the National Partner Network reach millions of Americans and, together, we’re working to solve the next generation of environmental challenges, from addressing over-nutrication by promoting scientific research and innovation to protecting vital waterways and advocating for all Americans’ right to safe and accessible water.

National Partner Network members in 2023:

- [Alliance for the Chesapeake Bay](#)
- [Alliance for the Great Lakes](#)
- [Alliance for Water Efficiency](#)
- [Galveston Bay Foundation](#)
- [National Association of Conservation Districts](#)
- [National Fish and Wildlife Foundation](#)
- [National Recreation and Parks Association](#)
- [New Jersey League of Conservation Voters](#)
- [New York League of Conservation Voters](#)
- [North Shore Land Alliance](#)
- [Ocean Research & Conservation Association](#)
- [Ohio Environmental Council](#)
- [Restore America’s Estuaries](#)
- [Tampa Bay Watch](#)
- [The Nature Conservancy](#)



## GARDEN STORYTIME SERIES WITH NHSA AND KIDSGARDENING

In 2023 and 2024, the Foundation supported a collaboration between NHSA and KidsGardening to bring a [Garden Storytime Series](#) to Head Start and Early Head Start classrooms across the country. During these interactive storytime sessions, children read garden-themed books, have a “show and tell” about interesting plants and sing song lyrics relating to each of the four seasons. Additionally, each storytime is accompanied by a downloadable Learn and Play resource from KidsGardening with developmentally appropriate garden activities that support the book’s theme.

The sessions are hosted by Noel Nicholas, the educational content manager for KidsGardening and Rachel Hutchison, manager of online instructional design for NHSA.



Joining the hosts is Pinky Jackalope, a motivational associate with NHSA. Pinky loves to learn new things, and to share them with her Head Start and Early Head Start friends.



These sessions, one in winter, spring, summer and fall, were popular with teachers and students alike. They were accessed by 280+ classrooms and viewed (live and recorded) by 5,000+ children. By supporting engaging programming with our KidsGardening and NHSA partners, we are working to increase access to gardens and garden-based learning to children nationwide.



## RAISING POLLINATOR AWARENESS WITH THE NATIONAL RECREATION AND PARK ASSOCIATION BIOBLITZ

For six consecutive years, the Foundation has partnered with the [National Recreation and Park Association](#) (NRPA)



as part of its [Parks for Pollinators](#) program. NRPA establishes pollinator habitats in local parks and provides communities with educational resources for pollinator protection. In addition to funding NRPA activities, the Foundation and NRPA launched an annual Parks for Pollinators BioBlitz campaign to promote the protection of local pollinators. This nationwide campaign invites community members to observe and document the current animal and plant species living in their local areas, while teaching them about the species they encounter. Participants use the iNaturalist mobile app to take photos of the biodiversity they encounter, including animals, plants, insects and more. Photos are automatically uploaded to an international database for scientific research, creating a snapshot of an area's biodiversity. Scientists and land managers can use the data from iNaturalist to plan for future biodiversity activities. The September 2023 Parks for Pollinators BioBlitz engaged 80 park professionals and organizations' host projects in 24 states, engaging 3,600+ people in collecting observations.

In total, the BioBlitz campaigns have resulted in the following:

**14,689**

people reached with pollinator education

**200+**

communities built awareness for pollinators

**961**

park professionals pledged to help pollinators within their communities

## FOUNDATION PARTNER HELPS RESTORE TAMPA BAY WATERSHED

Through a partnership which began in 2014 with The Scotts Miracle-Gro Foundation, [Tampa Bay Watch](#) continues to restore wetlands and engage the community around the Tampa Bay watershed.

In 2023, Tampa Bay Watch (TBW), a nonprofit organization dedicated to the preservation and restoration of Tampa Bay, expanded its [Native Planting Program](#) with the development of the Community Wetland Nursery Program, providing the opportunity for community volunteers of all ages to participate in hands-on restoration of degraded wetland habitats around the Tampa Bay watershed. TBW partnered with Manatee County's Natural Resources Department to install two community wetland nurseries to provide plants for native planting projects. There, they engaged 118 community members during nursery and transplanting events inspiring community members to become stewards of their environment.

During the 2023 grant period, TBW reached more than 700 students during in-class presentations, nursery harvest events and school planting field trips through their Bay Grasses in Classes (BGIC) program. They also hosted nine plantings with local school groups transplanting coastal wetland plant species harvested by students in the program from their on-campus school nurseries. Through experiential learning opportunities and hands-on restoration efforts, they taught students the value of coastal restoration and estuarine ecosystems helping to ensure the protection of natural resources in the future.

TBW also enrolled a new special education school that specializes in serving students on the autism spectrum, Autism Inspired Academy, into the BGIC program and installed a nursery on their campus. Additionally, the implementation of our Community Wetland Nursery Program has provided opportunities to expand their scope by reaching a more diverse audience, including those without the physical abilities to be in harsh conditions required for transplanting events which may include disabled individuals, seniors and youth volunteers.



East Bay High School Transplanting Field Trip



LLT Academy Tampa Transplanting Field Trip



Shorecrest Prep School Transplanting at Boyd Hill Nature Preserve



Autism Inspired Academy School Nursery Planting



Tech High School Transplanting Field Trip



Lakewood High School Transplanting at a Mitigation Site in Pinellas County



## ALLIANCE FOR WATER EFFICIENCY

In 2023, the Alliance for Water Efficiency (AWE) recognized The Scotts Miracle-Gro Company as the 2023 Business and Industry Member of the Year. This award is given annually to a member organization that has demonstrated consistent commitment to supporting AWE's mission. As AWE's most generous funder of critical outdoor landscapes and watering research over the past six years, our support funds water use research, educational resources and grants supporting the development of outdoor spaces at schools, gardens and other community spaces. This award demonstrates a cross-functional collaboration from our Marketing, R&D and External Affairs teams and AWE's teams. We are proud to support AWE's dedication to the efficient and sustainable use of water, and we look forward to supporting their mission through ongoing partnership.



## YOUTH EMPOWERMENT

In partnership with The Hagedorn Legacy Foundation, The Scotts Miracle-Gro Foundation empowers students in central Ohio to achieve their educational and vocational goals and overcome obstacles to unlock their full potential through The Legacy Project. This initiative develops students through a multidisciplinary curriculum that incorporates individualized coaching and mentoring, real-world career opportunities and immersive learning experiences. Throughout the four-year program, high school students are challenged to adopt an entrepreneurial mindset, develop financial literacy and create customized goals. The Legacy Project provides each student a \$20,000 scholarship to use toward post-secondary education to support their educational development.

## BRINGING CAREERS TO LIFE THROUGH THE LEGACY PROJECT

The Legacy Project also matches students with career mentors who provide advice, guidance and real-world coaching to help them better understand their potential careers. As part of the Legacy Project's immersive learning experience, students engage directly with associates from companies in the Columbus area and attend program-specific workshops that bring potential careers to life. Through these hands-on programs, students see what a day in the life of a STEM professional, doctor, lawyer or other profession might look like.



During the 2023 school year, 11th grade Legacy Project students were paired with:

- 14 total professionals, representing 14 total business fields
- 6 STEM pathways
- 4 medical fields
- 2 animal science fields
- 1 legal field
- 1 digital marketing field
- 1 fashion design field
- 1 financial investment field
- 1 sports management field



## SOCIAL JUSTICE

Our Hawthorne Gardening Company subsidiary is North America's largest distributor of indoor growing and hydroponic products. Hawthorne's products serve growers of all types and sizes, including those who grow cannabis in compliance with applicable law. While cannabis legalization is advancing across the U.S., a variety of federal and state laws and complex racial, societal and economic inequalities tied to cannabis persist, including lack of access to representation in the social justice system, health care and re-entry support in the workforce for people with low-level cannabis convictions. We commit to fighting for the reforms needed to create a more just and equitable cannabis industry — one that addresses past injustices and provides all people in the U.S. with the opportunity to flourish.



We advance this commitment through the Foundation's Hawthorne Social Justice Fund, which is focused on supporting positive change in communities by funding a diverse group of organizations that commit to addressing social injustice. In 2023, the Hawthorne Social Justice Fund announced its third set of grantees, reflecting the completion of its \$2.5 million commitment toward grantees' work on racial justice, social equity and elevating cannabis reform on a local and national level. Ongoing support of the Hawthorne Social Justice Fund includes advocating for criminal justice reforms, assisting re-entry for people with nonviolent, low level cannabis convictions and increasing diversity in the legal cannabis industry. Award recipients were selected based on their powerful work associated with addressing the negative impacts caused by the disproportionate number of cannabis-related arrests and incarcerations involving persons of color. Through these grants, we aim to support minority entrepreneurs and increase investments in minority communities. The work of the Fund's grantees includes:

**Marijuana Policy Project Foundation:** A racial justice and social equity project that seeks to elevate cannabis reform as a civil rights issue at the national level and increase diverse representation within the legal cannabis industry.

**Minorities for Medical Marijuana:** Provides advocacy, outreach, research and training as it relates to the business, social reform, public policy and health/wellness in the cannabis industry. Its Project Clean Slate program offers expungement clinics and wraparound services nationwide for those affected by past marijuana possession charges, while Project Safe Access NV assists members of the Latino community in accessing medical marijuana.

**Mission Green (The Weldon Project):** The Mission Green initiative works to secure the release of those serving time for cannabis-related offenses and create pathways to expungement or pardon so that those impacted may go on to live meaningful lives. The Mission Green campaign is led by leaders who have been impacted by the social justice system, operating under the belief that the people most directly harmed by the systemic issues are uniquely positioned to create solutions that will transform it.



Weldon Angelos of Mission Green

**Supernova Women:** Founded in 2015 by Black and Brown women, Supernova Women is a 501(c)3 nonprofit organization that works to empower Black and Brown people to become self-sufficient shareholders in the cannabis and natural plant medicine space through education, advocacy and network building. In Oakland, Calif., the Foundation works with Supernova Women to provide assistance to the mostly minority-owned cannabis businesses that have fallen victim to the violent crime targeting them for their cannabis products and California excise tax receipts.

**Bronx Defenders:** Bronx Defenders is a public defender nonprofit that is radically transforming how low-income people in the Bronx are represented in the justice system. Bronx Defenders pioneered a ground-breaking, nationally recognized model of defense called holistic defense that achieves better outcomes for clients. The organization has defended 27,000 low-income Bronx residents in criminal, civil, child welfare and immigration cases, and reached thousands more through community intake and outreach programs. Our grant supported the organization's [Bronx Cannabis Hub](#), which is helping to ensure that the social equity provisions of New York's cannabis law are realized by providing information, opportunities, and support to the communities that were most harmed by cannabis prohibition.

**Association of Cannabis Health Equity and Medicine (ACHEM):** ACHEM is a mutual benefit, professional medical association for BIPOC healthcare professionals and students active or interested in cannabinoid medicine and health equity. Programs and services center around education and training, professional advancement and economic opportunity, policy and regulation reform, and community support.

**Congressional Black Caucus Foundation:** In 2022, the Fund's largest single grant to date went to support four John R. Lewis Social Justice Fellows within the Congressional Black Caucus Foundation. The Fund provided \$600,000 over two years for fellows to focus on research related to cannabis policy and social justice reform and to propose solutions to Congress. In 2023, the Hawthorne Social Justice Fund's partnership with the Congressional Black Caucus Foundation completed its second year. The initial group of fellows' work focused on legislative recommendations for advancing social equity with respect to cannabis along with researching cannabis-related criminal justice and healthcare policy. Their capstone projects culminated in federal legislative recommendations for advancing social equity in cannabis. The fellows have built a tremendous foundation of research that they have passed to the new group of fellows who were named in 2023.



## CONTINUED SUPPORT OF POLLINATOR CONSERVATION THROUGH THE NATIONAL FISH AND WILDLIFE FOUNDATION

In 2023, The Scotts Miracle-Gro Foundation continued its support of the National Fish and Wildlife Foundation's (NFWF) [Monarch Butterfly and Pollinators Conservation Fund](#). The fund exists to protect, conserve and increase habitat for pollinators by providing pollinator conservation grants to federal, state, tribal and local governments, nonprofit organizations and educational institutions.

The 2023 projects address two key areas:

- Improving the availability of high-quality pollinator habitat.
- Providing technical assistance to expand pollinator conservation efforts on private working lands.

During the 2023 grant cycle, funding from The Scotts Miracle-Gro Foundation supported the area of habitat improvement through the Conserving Coastal Prairie Habitat for Monarchs and Pollinators on the Katy Prairie Preserve project in Texas. With its grant, the [Katy Prairie Conservancy](#) will plant native species and conduct invasive species control to enhance coastal prairie grasslands and wetlands on public lands and private working lands that support monarch butterflies and other native pollinators on the Katy Prairie Preserve in Texas. The project aims to restore 50 acres, enhance 1,983 acres, collect 1 pound of milkweed seed, propagate 20,000 milkweed seedlings and reach 1,000 people.



## COMPANY- AND ASSOCIATE-DRIVEN COMMUNITY INITIATIVES

Through product donations, brand-led events and individual associate volunteer efforts, we work to strengthen our communities, encourage healthier lifestyles and create gardening, green spaces and beautification projects. On top of our larger, year-over-year partnerships, we invest in meaningful charities that align with our mission and support our communities.

In 2023, among our charitable investments were: The Lowe's Foundation, The Home Depot Foundation, City of Hope and Citizens Campaign for the Environment. Some of our associates volunteered to give back through The Alaska Project in Palmer, Alaska; Camp Kysoc in Carrollton, Kentucky; Canning Hunger food drive in Temecula, California; Capstone Village at the University of Alabama; Mint Hill Elementary School Community Garden in Matthews, North Carolina; and Orrville Area Boys & Girls Club in Orrville, Ohio. What follows are further examples of community involvement by our people and brands.

### AMERICAN HEART ASSOCIATION

Over the last 15 years, our company has participated in the American Heart Association Central Ohio Heart Walk to raise a total of \$2.9 million for cardiovascular disease research. ScottsMiracle-Gro was the number one fundraising company in 2023 in central Ohio, raising \$283,469. In addition to providing financial support, more than 6,000 associates, families and friends have participated in the walk since the program's inception. Along with this effort, our team encourages associates to spend time outside and walk for better health throughout the year.

Since 2008

- 17 Heart Walks
- 10 Teaching Gardens
- \$2.9 Million+ Raised

### PELOTONIA



Since 2010, a team of associates has participated annually in Pelotonia, a three-day cycling and volunteer experience that raises awareness and funds for innovative cancer research. The grassroots nonprofit organization in Columbus, Ohio, has one goal: to end cancer. Funds are raised year-round, and 100 percent of all participant-raised funds go directly to life-saving cancer research at The Ohio State University Comprehensive Cancer Center - Arthur G. James Cancer Hospital and Richard J. Solove Research Institute in Columbus, Ohio. In 2023, associates and their immediate family members set personal goals to raise cancer awareness and rode one of eight routes through central Ohio that ranged from 20 to 200 miles. The team has raised over \$3 million since joining the annual event.



### TEMECULA SUSAN G. KOMEN WALK

The team at our Temecula, California, manufacturing plant creates opportunities to GroMoreGood through supporting the causes they care most about. In 2023, the team celebrated National Hispanic Heritage Month to honor associates of Latin descent. In addition to celebrating their own associates, they raised funds for breast cancer research through the Susan G. Komen More Than Pink walk.

In October 2023, Temecula associates joined thousands of participants to celebrate breast cancer survivors, honor those who

have passed away from the disease and raise critical funds that support research and support services for breast cancer patients. Temecula associates sold traditional Mexican corn with tajin (chili powder) to raise money for research, financial assistance, screening and diagnostics and patient navigation services that will make a difference in the lives of cancer patients and their families.



### ASSOCIATES CELEBRATE 15TH ANNIVERSARY DIRT DAY

In 2023, we celebrated our 15th "Dirt Day" at our Marysville, Ohio, campus. This associate-driven tradition symbolizes the start of spring and embodies the spirit of community giving throughout the company. Associates come together to plant seeds that grow into onions, potatoes, carrots, beets, kale, peppers, peas and more. After the growing season, associates harvest the vegetables and donate them to our neighbors in the community. In 2023, our associate garden demonstrated what it means to GroMoreGood by harvesting over 20,000 pounds of fresh produce, providing access to healthy food to people in the Union County community area and beyond.

## SCOTTS CANADA GRO FOR GOOD

As part of its Gro for Good program, Scotts supported communities, schools and nonprofit organizations that submitted projects to its annual contest in partnership with Communities in Bloom and Nutrients for Life. Grants of \$2,500 are offered to five recipients each year to create sustainable gardens and green spaces across Canada. Special contributions are also organized to support community garden projects and educational programs with schools. In 2023, Scotts became the official horticulture partner of AgrÉcoles. For a number of years, AgrÉcoles has been responsible for the “L’agroalimentaire s’invite à l’école / Agri-food comes to school” program, which runs from kindergarten to grade six. As of April 2024, 27 schools across Quebec were part of the program, with the aim to add new schools every semester. Scotts supplies garden soils, container mixes and composts for the program, as well as AeroGarden systems.



## AEROGARDEN HELPS KIDS LEARN TO GROW IN THE CLASSROOM

Our AeroGarden brand has taken GroMoreGood to heart with its indoor garden product that lends itself perfectly to classroom learning. The brand has found numerous opportunities to donate indoor gardens to schools. Incorporating STEM into the curriculum, the brand shares indoor gardens with teachers to educate students on topics related to growing plants.

In fiscal 2023, AeroGarden donated to over 25 schools and community groups, reaching more than 1,000 students. Donations of AeroGarden units were used in the communities for kids of all ages. Students learned where plants and food come from by observing them grow from seeds into full plants, right inside their classrooms. At one school, the units were used to teach students about different planting methods while having students gather information about growth rates, productivity and other metrics. An extension agent designed the lesson plan as well as data collection needs. Data collection was largely conducted by 4th and 5th graders, with lower grades seeing how the units differ from their field plantings.



## SCHOOL DONATION HELPS STUDENTS LEARN AGRICULTURAL SCIENCE

Importing food and growing produce are big challenges in Hawai'i. The island state is food-import dependent - importing nearly 90 percent of its foods. Imported fruits and vegetables are subjected to rigorous analysis. Farm land is extraordinarily expensive and in limited availability, and there are issues with drought and water conservation.

With the help of an associate who recognized the need for innovative agricultural advancement to increase food production in Hawai'i, we formed a partnership between AeroGarden and the Kula School Agricultural Science Program on Maui. The donated AeroGarden units are being used to teach students about indoor and at-home hydroponic food cultivation. The donation does not immediately solve the challenges of food independence in Hawai'i. However, learning about agricultural science at a young age may influence a student to study agriculture when they are older.



## GIVING BACK THROUGH THE BONNIE PLANTS FOUNDATION

Supporting communities is also important to our [Bonnie Plants](#) joint venture. What follows is an update, provided by Bonnie Plants, regarding its charitable entity, the Bonnie Plants Foundation.



The charitable entity enables Bonnie Plants to pursue a world in which everyone can experience the joys and rewards of gardening. Its mission is to nurture learning, enhance lives and cultivate experiences within gardens and green spaces with a vision to help communities thrive and grow healthy together through the power of plants.

Over the past year, the Bonnie Plants Foundation has connected home gardeners and their surplus vegetable harvests with food pantries nationwide, resulting in over 300,000 pounds of food provided through its [Grow More Feed More initiative](#) with partner AmpleHarvest.org. Additionally, it has provided 70 local and community nonprofits with donations of plants, soil and dollars to support causes ranging from veterans' groups to school children, food pantries and more.



Lastly, in 2024, through its national social impact initiative, [The Bonnie Plants 3rd Grade Cabbage Program](#), the foundation inspired over 100,000 young children to start gardening and better understand the source of their food. The program offers students a chance to get a unique, hands-on gardening experience through growing colossal cabbages, reaping hefty harvests and holding high hopes to win "best in state" and receive a \$1,000 scholarship.



“Learning how to grow healthy food at an early age teaches kids to value the fun and hard work that goes into gardening. We’re always thrilled to share the appreciation and excitement of a bountiful harvest with our students and believe the joy of gardening is something you never outgrow.”



- **Mike Sutterer**, CEO and president of Bonnie Plants



## GROWING KINDNESS ON OHIO STATE'S CAMPUS

In 2023, we partnered with The Ohio State University for the second year in a row to support its Grow Kindness event. According to research from the Journal of Environmental Horticulture, the act of caring for houseplants can improve mental health, so Ohio State reached out to Miracle-Gro to give away plants to its university community. The event is designed to inspire kindness by giving community members two plants - one for themselves and one to give to someone else. Associates across business functions, including supply chain and R&D, collaborated to ensure the team had enough soil for 10,000 plants and enough associates to answer questions from community members about their new plants.

# Supporting Our People

Every associate in every role within our company is important to our success. Our high-energy, high-performance culture is the hallmark of how we GroMoreGood for and with our associates. We support our associates by helping them grow professionally and encouraging them to achieve their personal best, taking a holistic approach to wellness and safety in order to encourage a *LiveTotal Health* mindset.

In this section:

[Our Culture](#)

[Cultural Attributes](#)

[Diversity and Human Rights](#)

[Associate Engagement](#)

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## OUR CULTURE

Our aim is to create a work environment that respects the health, safety and wellness of our associates. We work to equip them with the knowledge and skills to develop in their careers while serving our business. We are proud that generations of families have worked for us for the over 150 years we've been in business. From our supply chain, sales team, marketing experts and R&D scientists to our strategic support functions such as tax, finance, human resources and legal, all parts of our business contribute to our overall success. This collaboration throughout our business allows us to deliver on our strategic priorities.

Our associates are able to build and develop careers everywhere we operate across a vast array of job functions and responsibilities. Several members of our current leadership team started their careers here; others have rotated or advanced through multiple positions through their long tenure.

With volunteer opportunities and cross-functional projects, we aim to foster a workplace where everyone feels included. We encourage associates to take an active role in discussions about our business and our culture. This allows us to cultivate a more diverse and inclusive workplace that reflects the communities in which we operate.

We recognize that as our business continues to evolve, so does our culture. In 2023 our organization aligned to three enterprise goals including, "Cultivate a People First Culture," focused on enhancing



our associate experience. A cross functional team of associates was tasked with assessing culture across the enterprise and determining what, if anything, should be adjusted to meet the needs of our business and associates. This work continues in 2024.

Our company and our associates embrace Miracle-Gro founder Horace Hagedorn's maxim that "You can't always take from the earth. You have to give something back." To support our associates in their desire to give back, we provide our Give Back to Gro Associate Community Service Program, providing one paid day off per year to all eligible associates in order to serve the causes about which they are passionate. For more information about the support we provide to our communities, please refer to the [Cultivating Strong Communities](#) section of this report.

## CULTURAL ATTRIBUTES

### WHO WE ARE

- **Accountable:** Own results. Learn from your mistakes. Stand up for your team. Improve continuously.
- **Empowered:** Give authority. Make decisions. Move forward with courage and conviction.
- **Collaborative:** Involve others. Seek out additional knowledge and expertise. Work towards mutual solutions.
- **Flexible:** React quickly and thoughtfully to changes. Adapt. Accept new challenges and assignments.
- **Ethical:** Always strive to do the right thing and act with integrity. When in doubt, reach out.

### HOW WE GROW

- **Innovate:** Challenge conventional thinking. Bring solutions. View change as an opportunity.
- **Respect diversity:** Value the unique thoughts and opinions of others. Work together with mutual respect.
- **Be entrepreneurial:** Be committed. Take calculated risks.

## ASSOCIATE GARDEN

Our Associate Garden started as a training ground for associates to learn first-hand how our products work and try out our innovations. It quickly evolved into a way for our associates to get their hands dirty and give back to our local communities. Our associates have maintained these vegetable gardens at our company headquarters in Marysville, Ohio, since 2009. In these spaces, our products grow fresh produce that is donated to food-insecure families in central Ohio each week through local food pantries and food rescues, such as the Marysville Food Pantry, Dublin Food Pantry, Food Rescue U.S., - Columbus and the Mid-Ohio Food Collective. To date, our associates have produced close to 68,000 pounds of fruits and vegetables for neighbors in need.



## DIVERSITY AND HUMAN RIGHTS

By fostering an inclusive culture, building a diverse team and encouraging accountability, we increase our associate engagement. We value our associates' diversity and encourage them to leverage their varied life experiences at our company. This includes diversity in terms of gender, sexuality, race, thoughts, interests, languages, beliefs and much more.

To further advance a diverse and inclusive culture outside of the workplace, we offer associates an additional paid day off to celebrate their culture.

## HUMAN RIGHTS

We are committed to upholding human rights. This commitment includes not only our associates, but extends to our customers and suppliers. We seek to operate all aspects of our business responsibly, honestly and ethically.

Our human rights commitments include the following:

- We respect all individuals and are committed to treating all associates with respect and dignity, regardless of any characteristic such as race, religion, national origin, sexual orientation or gender identity or expression. We also expect the same of our suppliers and business partners.
- We strive to treat people fairly and prohibit discrimination in our business and beyond.
- We do not tolerate intimidation or harassment.
- We comply with voluntary employment and minimum working age legal requirements.
- We respect our associates' rights to form and join a labor union, and we comply with local and national laws concerning freedom of association and collective bargaining agreements. We bargain in good faith with union representatives in cases where our associates are part of a legally recognized union. Currently, approximately 4 percent of our associates are covered by a collective bargaining agreement.
- We commit to treating our associates like family and “doing the right thing” for our people.

Ethical behavior is our most important cultural attribute – we all have a commitment to operate ethically and lead with integrity. We stand up global policies and practices to ensure the highest ethical standards. We continually strive to provide all our employees with a safe workplace, free from all forms of harassment and discrimination. All our employees are to be treated fairly and equitably regardless of nationality, religion, ethnic origin, gender, sexual orientation, language or any other protected status. To help associates navigate our ethics resources and behavioral expectations at the company, the Ethics Department has developed a newsletter, The Perennial. The Perennial is published

on a quarterly basis and is geared towards helping our associates understand their role in protecting each other and the company.

## ASSOCIATE ENGAGEMENT

Our business success depends on the engagement of our associates. To drive engagement, we take a purposeful approach focused on enhancing the employee experience. While our business continued to undergo change in the last year, we worked to ensure our associates felt supported. Our focus has centered on creating a positive workplace and increasing trust in leadership.

We recognize that two way communication is important; it builds trust and improves collaboration and overall engagement. To make sure we hear the voices of our associates, we gather feedback both formally and informally throughout the year through such initiatives as pulse surveys, leadership meetings and roundtable discussions. We recently surveyed our hourly associates on topics including leadership, training and safety. These surveys let us know what we are doing well and where we have opportunities to improve. This information is then turned into actionable plans. Another source of associate sentiment comes from exit interviews, when we ask for ratings, rankings and feedback from all salaried associates who voluntarily leave our organization. These valuable inputs are shared with senior leadership and integrated into practice as human capital initiatives are deployed.

We believe that an informed workforce contributes to an engaged workforce. As such, we've prioritized ensuring our associates, regardless of location or job, have access to the information they need to understand the business decisions being made, the reasons behind them and how changes will impact them in their role. To accomplish this, we execute comprehensive change management plans to support our associates through business transitions. Recognizing there is significant value in hearing directly from our leadership team, we continue to host Town Hall meetings each quarter to disseminate enterprise-wide information and to allow for interactive communication.



## SMG SCORES 100 ON HRC CORPORATE EQUALITY INDEX

In 2023, we received a score of 100 percent on the Human Rights Campaign Corporate Equality Index (HRC CEI) and the designation of being a “2023/2024 Equality 100 Leader in LGBTQ+ Workplace Inclusion”. The HRC CEI is a benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

As part of our work to prepare for the HRC CEI submission, we formalized guidelines for practices already in place that impact our LGBTQ associates. This included Dress Code Guidelines, Restroom Policy, Gender Transition Guidelines and an LGBTQ Benefits Guide. Having these guidelines in place demonstrates our commitment to create an environment where all associates feel supported, respected and included, which is at the heart of our responsibility to our people.

There are times when an associate’s direct manager is the best resource for communication. In those scenarios, we provide our managers with an information toolkit, setting up both the manager and the associate for success. When a topic affects both our associates and their family, we utilize both email and direct mail to ensure important messages reach the affected individuals. To communicate positive associate stories, we leverage our intranet and have added location-based digital signage to share headlines in real time.

## EMPLOYEE RESOURCE GROUPS

Our employee resource groups (ERGs) are voluntary, associate-led groups that are typically formed by people with a common affinity, such as gender, race, national origin, sexual orientation, military status or other attributes. Each ERG establishes a mission that positively impacts the business by cultivating relationships through networking and developing talent through experiences, programs and mentoring. Our ERGs drive continuous improvement of our inclusive work environment and are open to all associates.

**Our ERGs include:**

### SCOTTS ASSOCIATE BOARD



The Scotts Associate Board provides services, activities, education, social and volunteer opportunities to our associates. Additionally, the Scotts Associate Board provides services that enable our associates to both extend and receive a helping hand when needed. The Scotts Associate Board contributes community donations to causes and organizations across the country. In 2023, we worked to set up our associate support fund, Green for Good (501(c)(3) that allows associates with financial hardships to apply for financial grants based on eligibility requirements and will be reintroduced in the spring of 2024.

## SCOTTS ASSOCIATES FOR A GREENER EARTH (SAGE)



SAGE is a dedicated group of individuals who champion sustainable practices and programs across our company. The group spans corporate, R&D and plant operations throughout North America. Vital to many of our sustainability initiatives, SAGE members work with facilities to implement environmentally friendly projects and connect associates with environmental-focused volunteer opportunities at nature preserves and community gardens. The group also educates and helps associates develop sustainable living practices in their own lives.

In 2023, SAGE participated in three community events in partnership with The Ohio Nature Conservatory City of Marysville and Franklin Park Conservatory. These events included:

- Tree planting at Big Darby Headwaters, a 1,000-acre preserve encompassing a mixture of wetlands and streamside forests.
- Donating and laying mulch at Legion Park in Marysville, Ohio.
- Supporting Earth Day activities at Franklin Park Conservatory.

Additionally, SAGE hosted two speakers in 2023: sustainability expert and author Ashelee Piper and SMG Senior Scientist, Daisy D’Angelo in the gardens biology department. These speakers touched on topics ranging from easy shifts our associates can make to become a better friend to the planet and the role food waste compost serves in establishing and maintaining healthy soils. SAGE also held an e-waste event at our Marysville campus in 2023, encouraging associates to bring in their old electronics for safe and proper recycling and disposal.

## SCOTTS BLACK EMPLOYEE NETWORK



The Scotts Black Employees Network (SBEN) has helped support, develop, connect, empower, recruit and retain talented Black, African, African American and Caribbean associates since 2015. SBEN’s vision is to promote a culture of inclusion, engagement and equity by fostering supportive environments, developing greater understanding and promoting more leadership opportunities for

employees of the African diaspora at our company. SBEN fosters relationships – within our organization and with surrounding communities – to promote awareness of Black cultures, share knowledge and experiences and provide professional development and career advancement opportunities at all levels. The group also sponsors and facilitates education and engagement programming for associates throughout the year, such as instruction on topics of social justice, African American history, financial planning and contributions to society. SBEN celebrates Black History Month each year by hosting a variety of social and educational events for all associates.

## SCOTTS CHRISTIAN FELLOWSHIP “G5”



The Scotts Christian Fellowship, known as G5, is the newest ERG to be launched at our company. The ERG is a faith-based group of associates that aims to create a community in which people are inspired to embark on a journey towards authentic faith.

The ERG’s mission is to allow Christians to “bring their whole selves to work,” inspire them to pursue excellence in the workplace and discover ways to experience joy, hope, peace, encouragement, and purpose. G5 encourages participants to be a blessing to SMG, its associates and others outside of the workplace.


## SCOTTS GRO-MASTERS



The Gro-Masters club (chapter of Toastmasters International) and officers support its members on the journey to becoming a better speaker, evaluator, active listener and leader. Gro-Masters establishes a safe environment where feedback is constructive and members are supportive of one another such that members are able to improve and achieve their goals.

The club provides a supportive environment and fun atmosphere in which members consistently attend, participate, learn, set and attain goals, and invite others to share in the experience. This positive learning experience can result in greater self-confidence and personal growth.

## SCOTTS GROPRIDE

 GroPride is dedicated to fostering an inclusive, supportive global network for associates and provides a forum for education and awareness to support professional growth of LGBTQ+ individuals. GroPride continues to support the Kaleidoscope Youth Center through volunteer, fundraising and educational opportunities. Kaleidoscope is a Columbus, Ohio, organization whose goal is to stand for a world where everyone can be their most confident, authentic self. GroPride has also worked with the Human Rights Campaign to support our company's participation in the Corporate Equality Index. We are proud to say that last year we earned the 2023-2024 Equality 100 Leader in LGBTQ+ Workplace Inclusion designation.

To celebrate June Pride Month, GroPride participated in two local pride parades, in Marysville, Ohio, and Columbus, Ohio.

## SCOTTS VETERANS NETWORK



Scotts Veterans Network (SVN) exists to recruit, develop, connect, empower and retain veterans by providing opportunities and resources to enhance their professional development and business success within our company. SVN is open to currently active military members, veterans, associates with family members or friends serving in the military and those who want to support them.

SVN supports a variety of causes, such as the Heroes for Heroes 5K Mud Run and the nonprofit organization Canine Companions for Independence, which trains and places service dogs with veterans experiencing post-traumatic stress disorder (PTSD) and other disabilities. The group partners with our recruiting team to translate military resumes and provide guidance on how military skills transfer to the workplace. They also sponsor the Scotts Veterans Challenge Coin, presented to associate veterans in honor of their service.

In fall 2023, our associates volunteered to support veterans in the Central Ohio Stand Down Event whose mission is to “improve

the lives of Veterans by connecting them to social services and professional resources for success in their personal/professional lives.” Nineteen ScottsMiracle-Gro representatives were on hand at this annual event. During the 2023 holiday season, the group collected over \$11,500 in gift cards from our associates for organizations such as the Union County Military Support Group, whose mission is to help military families during times of need.

## SCOTTS WOMEN'S NETWORK



The Scotts Women's Network (SWN) includes over 300+ active members and is dedicated to maximizing women's career potential and leadership skills as well as strengthening leadership diversity. SWN hosts regular professional development, work-life and networking events and connects its members to meaningful volunteer opportunities.

Each year, SWN promotes International Women's Month by holding events throughout March. The theme for International Women's Day 2023 was #embraceequality. Events included member takeover of our internal social media page, a panel discussion with female leaders from company suppliers.

SWN State of the Business sessions continue to resonate with our members and non-members alike. This year's discussion featured two internal senior leaders, our SVP of Investor Relations Aimee DeLuca and company Treasurer Mark Scheiwer to learn their career paths, current roles and perspective on the state of our business.

Our long standing SWN partnerships with the Girl Scouts of Central Ohio and the nonprofit Dress for Success continue to provide opportunities for our members to give back. Annually, SWN hosts a Dress for Success clothing drive and offers onsite volunteer opportunities at the Columbus chapter of Dress for Success. In March 2023, SWN supported The Girls Scouts Maple Syrup Festival through activities and volunteerism.



## HELPING WOMEN THRIVE

The Scotts Women's Network holds the title of the first Employee Resource Group at our company. Originally named Scotts Women of Science and then Scotts Women of Science and Operations, the group was formed in 2009 as a way to elevate female leaders in Science and Operations. In 2014, the group broadened their reach to include all women at Scotts, forming the Scotts Women's Network as we know it today. SWN continues to pride itself on fostering a sense of community, providing professional development opportunities, championing external organizations and addressing challenges unique to women in the workforce.

“I have been a proud member of the Scotts Women's Network since its inception. Started by ladies who recognized a need to support and promote female diversity in leadership positions, SWN's vision is to connect members with their peers throughout the organization so they may learn, develop, advance and contribute to the success of The ScottsMiracle-Gro Company. I firmly believe that membership in this vital Employee Resource Group has helped me to thrive in our company, and created a culture that has allowed me to grow both personally and professionally.” Paula Powell, President, SWN and SVP, Research & Development.



## SCOTTS YOUNG PROFESSIONALS



Scotts Young Professionals (SYP) is dedicated to connecting, growing and guiding the next generation of leaders by fostering innovation, engagement and new ways of thinking at our company. SYP members organize regular networking and mentorship events, participate in charity fundraisers and volunteer to mentor central Ohio youth through The Legacy Project. In 2023, SYP volunteers worked with Legacy Project students to talk about career planning and conduct a “Learn ‘n Grow” workshop. In April 2024, SYP celebrated Young Professionals month and dedicated resources to help young professionals across our organization drive more impact in their communities, grow their financial prowess and lead others as they develop in their careers. These efforts leaned into the SYP mission of embracing the evolving workplace and fostering our next generation of leaders.

## ASSOCIATE BENEFITS AND LIVETOTAL HEALTH

Our dedication to the well-being of our associates and their families is deeply ingrained in our company's values. Through our *LiveTotal Health* program, we demonstrate this commitment by offering flexible benefits tailored to the diverse needs of our workforce.



### BENEFITS OVERVIEW

Our benefits should help our associates live their best life at work, at home and at play. From solid medical coverage to our wellness program, generous family leave, exceptional 401(k) match and more, our benefits support our associates and their families as they *LiveTotal Health*.

### Our comprehensive U.S. benefits package includes:

- Healthcare coverage (medical, prescription drugs, dental and vision)
- Retirement Savings Plan
- Discounted Stock Purchase Plan
- Domestic partner benefits
- Tax-advantaged accounts (FSAs and HSAs)
- Wellness programs
- Mental health support
- Financial protection (life and disability, supplemental medical insurance)
- Family planning support
- 100% paid maternity leave (medical recovery)
- Up to 10 weeks of parental leave for mothers and fathers
- Adoption, surrogacy and egg-freezing assistance (up to a \$30,000 lifetime benefit)
- Legal support
- Time off benefits (vacation, holidays, community volunteering, and sick time)

We remain committed to providing industry-leading retirement benefits. By offering an exceptional 7.5% company matching contribution for our 401(k) plan, we empower associates to build a secure financial future. We also make ownership of ScottsMiracleGro stock a reality for as many of our associates as possible. Through our Discounted Stock Purchase Plan (DSPP), our associates have a unique opportunity to buy our Common Shares at a 15% discount. Understanding the complexity of healthcare, we partner with a leading healthcare navigation and advocacy expert to ensure our associates and their families receive guidance throughout their healthcare journeys.

We acknowledge that the pathway to parenthood can take a variety of forms. This is why we provide extensive support for families. Alongside expert-level family building programs and comprehensive medical coverage, we offer up to \$30,000 lifetime reimbursement for adoption and surrogacy expenses and medical coverage for fertility treatments. We also provide time for child birth and bonding, including eight weeks of family leave with 100 percent pay for maternity recovery and up to 10 weeks of leave for mothers and fathers to bond with their child. All regular full-time associates

– whether in an opposite-sex or same-sex relationship, and whether married or in a committed domestic partnership - are eligible for this benefit.

We offer onsite fitness classes and access to personal trainers at our Marysville wellness center, year-round fitness challenges and a Wellness Reimbursement Program that provides up to \$600 reimbursement for well-being expenses, including mental health and financial wellness expenses.

In Canada, we offer a comprehensive benefits program that includes medical and dental insurance, life insurance, disability coverage, vacation and sick time. We provide a competitive retirement (RRSP) program with a six percent company matching contribution, plus a profit-sharing matching contribution for associates not eligible for a company bonus. Canada associates are also eligible for our Discounted Stock Purchase Plan and a \$600 reimbursement for well-being expenses.

In Mexico, we provide a savings fund with a five percent company match to incentivize associates to save throughout the year. Additionally, associates receive a five percent monthly contribution toward a grocery voucher. Other benefits include 10 observed company holidays, a 500 pesos per month Work From Home Stipend, a 30-day Christmas bonus, a vacation bonus equivalent to 25 percent of salary and the opportunity for an annual profit-sharing payment. Associates can earn a 10,000 pesos bonus for referring new associates to Scotts.



## COMPENSATION PHILOSOPHY

We believe financial health is a core component of our associates' overall well-being. This is why we are committed to ensuring we pay our associates fairly and competitively based on their roles. To do this, each year we conduct an analysis of our pay and compensation practices, from both an external market and internal consistency perspective, to ensure that our pay decisions are fair and equitable, making adjustments as needed.

Taking care of our people means doing the right thing day to day but also sharing our financial successes. This philosophy comes to life through our incentive plans for eligible participants and our profit sharing program for those who aren't incentive eligible. Through these programs, when the company does well financially, each full-time associate shares in the profit, from our frontline hourly associates to our leadership team. From a governance perspective, our internal compensation team provides regular updates to the Compensation & Organization Committee of the Board of Directors, which has oversight over the company's compensation and employee benefit plans and practices.

Our commitment to our associates' financial health expanded in 2023 when we converted our hourly associates to a weekly pay schedule. Weekly pay provides frequent and reliable cash flow, more closely aligns the timing of pay to hours worked and allows individuals to more easily manage their personal budgets.



## TALENT ACQUISITION

Our associates are our most valued asset. To grow that asset, we engage our internal talent to support their career goals and aspirations while recruiting a diverse external candidate pool to build our talent base. Our Talent Acquisition (TA) team plays an integral role in attracting the best talent for our company. The team continually searches to uncover additional channels to engage the external marketplace and present a diverse candidate pool for hiring consideration.



## WELLNESS AND FITNESS CHALLENGES

Our *LiveTotal Health* program includes a focus on physical health. When it comes to physical health our CEO Jim Hagedorn encourages us all to challenge ourselves and each other through year-round fitness challenges. One of our more recent challenges – Stars and Stripes – was modeled after military style physical training (PT) workouts. PT workouts help increase strength, stamina, endurance and self-discipline in cadets.

Staff Auditor Angie B. enlisted in the Army after graduating high school. “Being in the Army gave me structure,” she said. “It helped me learn how to set goals and drive toward those goals.” Maintaining a healthy weight is amongst her goals. “I know my family’s medical history,” she said. “I know that maintaining a healthy weight may help me overcome some of these medical issues or can at least give me a better outcome.” Angie loves to cook, and she enjoys dining out or having a drink with her friends and family. She admits that these are huge motivators for her to work out. Staying active also helps her to manage stress.

“Working out or even going on a walk for 15 or 20 minutes helps me focus,” she said. “It’s helpful to get some fresh air, and it helps to step away and talk it out in my head. I think there would be more stress in my life if I didn’t have some sort of activity.”

Angie also enjoys the camaraderie of participating with other coworkers, “You don’t have to do the challenges by yourself. It’s fun to participate with the team members in your department.” In her nine years at SMG, Angie has finished all of the Jim Hagedorn Challenges for which she has signed up. “Some of the challenges include exercises or activities that I wouldn’t normally do, but it’s supposed to be a challenge, right? There are usually modified versions for the exercises if I need it. Overall, though, I feel better that I at least tried it.”

Angie is thankful that ScottsMiracle-Gro and Jim Hagedorn are focused on our associates’ health and wellbeing. “Having a healthy lifestyle helps eliminate a lot of stress and can help ease your body. Plus you’ll get better sleep and may find that you make better choices,” she says. “I’m glad that these fitness challenges are offered at work. They’re a great resource.”

As a majority of TA work focuses on hourly hiring, it is important to identify unique ways to advertise our roles to attract diverse talent for those positions. Working closely with our Global Supply Chain and Sales teams to understand their local markets helps TA professionals to connect with talent that aligns with their respective communities and meets the company's needs. We have expanded nationwide by creating a job advertising partnership with AARP. We know that our commitment to social and environmental issues plays a critical part in quality candidates choosing us as an employer of choice.

We continue to evolve our internship program, which identifies strong collegiate talent eager for opportunity and development, while meaningfully impacting the departments they support. Our internship program enables a seamless transition from graduation to a full-time associate role as interns are already comfortable with our culture, strategies and goals and set up for success.

We also recognize that college is not for everyone and these individuals make up a significant portion of the job seekers marketplace. With that knowledge, we transitioned some roles that historically required a degree into skill-based opportunities.

Great people know great people. Our Employee Referral Program encourages our associates to inspire others to join our company. This program contributes to our staffing needs, but also provides associates with a monetary reward for helping to identify talent. We understand that today's workforce has a different perspective on work life balance, and in response, we have broadened employment opportunities that include onsite, hybrid and remote options. This flexible approach will continue to benefit the organization as it provides a much larger talent pool to consider. We are committed to pay equality, and therefore made salary ranges visible on all roles posted both internally and externally beginning in Fiscal 2023. We believe this will provide a beneficial and more equitable experience to all candidates we engage.

## ONBOARDING

The new hire onboarding experience shapes an associate's acclimation into our business. Our orientation program, Taking Root, provides new hires with an engaging, self-paced, online orientation experience that facilitates their journey to learn about essential company information and initiatives. Through this program, associates are introduced to our company through the global lens of Who We Are, Where We've Been and How We Work. Associates are also introduced to our Code of Business Conduct and Ethics and are guided through content covering our commitment to leadership, ethics and core values.

In addition to orientation, managers provide new hires an onboarding plan specific to their role and level within our organization that is completed during their first year of employment. Additional training programs include instruction on our ethical expectations and commitment to a workplace free of harassment and discrimination. Important environmental health and safety training also helps ensure we protect both our people and the environment in our operations. New hires who are people leaders are assigned an interactive learning curriculum with the tools and resources to understand what is expected as a people leader as they lead their function through the Associate Life Cycle. This includes attracting and recruiting talent, onboarding and developing associates, managing performance, rewarding contributions and offboarding associates when they leave the organization.

## INVESTING IN DEVELOPMENT

### GROWTH AND DEVELOPMENT

We view the development and retention of our associates as valuable components of our business operations and critical to creating a culture of leadership. We create authentic learning opportunities for our associates to develop throughout their career.



## WORLD CLASS CULTURE AND OPERATIONS (WCCO)



Our Supply Chain team demonstrated their focus on culture building and continuous improvement through the launch of World Class Culture and Operations (WCCO) in 2023. This comprehensive operating model's goal is to create a culture of continuous improvement that can be applied to the Supply Chain's entire business model and take performance to the next level. WCCO is made up of seven pillars: EHS (Environmental Health and Safety), Quality, Cost and Innovation, Workplace Organization, Service, Professional Maintenance and Culture. Under the leadership of dedicated individuals within the team, each WCCO pillar receives representation from each of the business units. To facilitate implementation and ensure alignment, each WCCO pillar has a dedicated playbook that serves as a comprehensive resource, offering guidance, training materials, standards and visual management examples to support organized and effective business operations.

The overarching purpose of WCCO is encapsulated in its purpose statement: "Gro as ONE TEAM in Operational Excellence through Trust, Integrity, and Empathy, delivering unmatched customer service at the best value." This serves as a guiding principle, uniting the organization in its pursuit of operational excellence and unwavering commitment to build a world class culture.

Our blended development model consists of 70 percent experiential learning, 20 percent through exposure and 10 percent through formal education. By embedding learning in day-to-day work, we encourage associates to transform while performing and to embrace a growth mindset to promote personal and professional growth.

We support continuous learning with relevant, best-in-class educational tools and experiences. By leveraging online micro-learning, we're able to support unique learning styles, balance time constraints and promote retention. Through our partnerships with industry experts, we offer on-demand learning content focused on practical skills and competencies. All of our content is hand-selected to align to individual development needs and is frequently updated to address trending topics.

Regardless of role, associates have the opportunity to learn new skills through exposure to and involvement in business challenges. Our managers support associates on the job through cross-functional team assignments, expanded roles and rotational opportunities. Our ongoing development processes are designed to grow knowledge, improve skills and capabilities and achieve competence in specific behaviors to meet performance expectations and prepare for potential future roles within our Company.

As part of redefining our organization's mission, the leadership team created three enterprise-wide goals for FY24. Each associate was asked to identify their own individual performance goals and align them to the enterprise goals. This renewed focus on goal setting ensures all associates are moving in the same direction and establishes a foundation for individual growth and development.

## PEOPLE LEADER DEVELOPMENT

Our people leaders are critical to strong associate engagement and sustained business success. We believe that the challenges we face today require a more deliberate focus on human-centered leadership. To accelerate the development of leadership skills in our people leaders, we provide core and individualized learning content

to help them think, behave and learn in ways that enable others to thrive.

We also assign a customized online course to educate our people leaders on their responsibilities throughout the associate lifecycle. In this interactive course, our people leaders learn what is expected, why it matters and how to be effective as they lead their functional area and support associates on their team. These tools help our people leaders continuously evolve their human-centered leadership skills.

## PERFORMANCE MANAGEMENT

We know meaningful performance management is important to moving our business forward and retaining our people. Our approach focuses on simplified performance activities that drive important conversations and accountability. To build skills and drive behaviors, we launched a dashboard in Workday to make it easier for our associates and managers to access educational tools to support performance reviews, goals, development planning and ongoing conversations.

While our formal performance review process has always been an opportunity for authentic two-way dialogue, we enhanced the process in 2023 to ensure our associates and managers used this conversation as an opportunity to celebrate success, align on priorities, discuss development and provide needed support. Our 3-point performance rating scale is used to objectively measure performance through specific professional and leader behavior examples. This simplified approach is easily understood and can be consistently applied. As an outcome of the performance conversation, our associates gain clarity on goals as well as feedback to guide development planning. Progress check-ins ensure associates and managers stay connected and continuous feedback is happening throughout the year.

## TALENT PLANNING

Having the right talent in the right roles is critical to achieve our business priorities. To ensure professional growth and succession

readiness, we assess and develop our internal talent through a multi-phase talent planning process. The first stage of the process identifies gaps between current talent and our business needs, leveraging a standard methodology focused on learning agility and overall performance to objectively evaluate skills. We also use formal assessments to identify individual strengths, development areas, readiness and fit for future roles. We then compare these evaluations to our definition of top talent for each role. Based on the gaps between our evaluations and talent needs, we establish appropriate development plans that incorporate a variety of supportive tools and experiences such as executive exposure, ongoing feedback and development discussions, intentional promotions, rotational assignments and expanded roles.



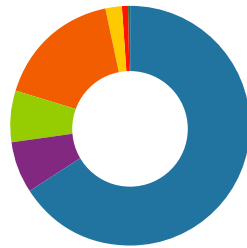
## TOLLES TRAINING AT OUR MARYSVILLE CHEMICAL PLANT

At our Marysville fertilizer plant, we partnered with Tolles Career and Technical Center to help deliver expert technical training to our associates. Tolles offers market-driven, practical programs for students and adults looking to upskill, retool and refocus in the evolving technological landscape. Our partnership with Tolles enables us to better train our employees, ultimately strengthening our workforce by equipping them with skills to thrive in a technology-infused economy. Offering specialized training to our associates enhances their performance, boosts productivity, reduces turnover and further strengthens our company culture.

# ASSOCIATE DATA\*

As of December 2023, our workforce numbered 5,533 regular associates and 662 temporary workers.

## WORKFORCE LEVELS<sup>6 7</sup>



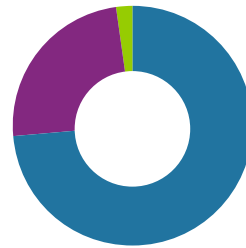
- 66% Hourly
- 7% Coordinator/Clerk/Analyst/Specialist
- 7% Senior Analyst/Senior Specialist
- 17% Supervisor/Manager
- 2% Director
- 1% VP/SVP
- 0.13% EVP/COO/CEO

## WORKFORCE AGE



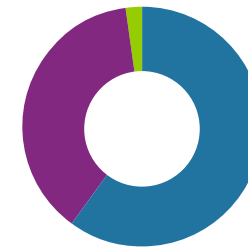
- 20% 30 years of age and under
- 47% 31 to 50 years of age
- 33% 51 of age and over

## TOTAL WORKFORCE GENDER



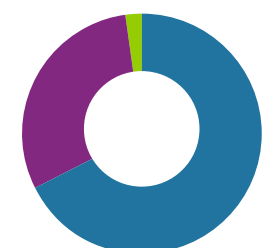
- 73% Male
- 24% Female
- 2% Not Declared

## WORKFORCE GENDER SALARIED (DIRECTOR AND BELOW)



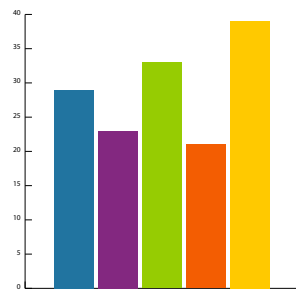
- 60% Male
- 38% Female
- 2% Not Declared

## WORKFORCE GENDER LEADERSHIP (VP, SVP, AND EVP)



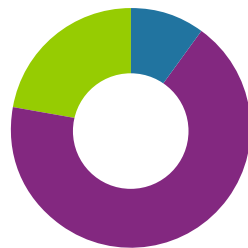
- 67% Male
- 30% Female
- 2% Not Declared

## GENDER DIVERSITY IN MANAGEMENT POSITIONS



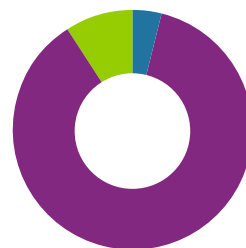
- 29% Females in All Management Positions
- 23% Females in Junior Management Positions
- 33% Females in Top Management Positions
- 21% Females in Management Positions in Revenue-Generating Functions
- 39% Females in STEM-Related Positions<sup>8</sup>

## WORKFORCE DIVERSITY (SALARIED EMPLOYEES)



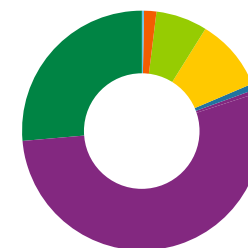
- 10% Minority
- 68% White
- 22% Did not disclose

## WORKFORCE DIVERSITY LEADERSHIP (VP, SVP, AND EVP)



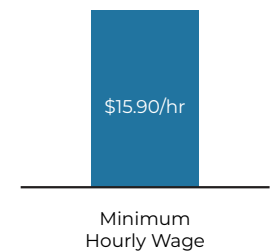
- 4% Minority
- 87% White
- 9% Did not disclose

## TOTAL WORKFORCE DIVERSITY



- 0.5% American Indian or Alaska Native<sup>9</sup>
- 1.7% Asian
- 6.7% Black or African American
- 0% Hawaiian or Pacific Islander
- 9.8% Hispanic or Latino
- 1.0% Two or more Races<sup>10</sup>
- 0.3% Other<sup>11</sup>
- 53.7% White
- 26.2% Not Declared<sup>12</sup>

## MINIMUM HOURLY WAGE FY2023



Minimum Hourly Wage

\* Due to rounding, some percentages may not total 100%

<sup>6</sup> In FY2022, we created new breakdown workforce levels to illustrate a better representation of all levels and ensure all employees are included in the data.

<sup>7</sup> Relates to Regular Associates. Does not include Temporary/Contract associates.

<sup>8</sup> Prior to FY2022, this metric only included IT and Research and Development. Starting in FY2022, the metric includes IT, R&D, Engineering and Finance.

<sup>9</sup> Prior to FY2022, this metric was called 'Indigenous or Native'.

<sup>10</sup> Prior to FY2022, this metric was included in the 'Other' calculation.

<sup>11</sup> In the 2022 Corporate Responsibility Report, the 'Other' calculation included 'Not Declared', 'Hawaiian or Pacific Islander', and 'Two or more Races'. In the 2023 and 2024 Corporate Responsibility reports we have replaced the 31.4% 'Other' calculation with additional ethnicity workforce levels to illustrate a better representation of our workforce diversity.

<sup>12</sup> Prior to FY2022, this metric was included in the 'Other' calculation.

# Appendix

In this section:

Environmental Fines & Settlements

Product Data

Environmental Data

Social Data

GRI Content Index

UN SDG Alignment

SASB Index



## ABOUT OUR DATA

The data in this report represents our most recent efforts at collecting our ESG data for our FY2023. As we evolve our sustainability programs, our goal is to continue improving our data collection practices. In this report, we include data from the operations of our North American consumer products businesses, including the Hawthorne Gardening Company and AeroGarden. We use widely accepted sustainability reporting standards to collect and analyze our environmental data. Primarily, we follow the recommendations of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) in preparing this report. We follow the guidance of the GHG Protocol in preparing our Scope 1 and 2 greenhouse gas emissions calculations. In FY2020, we fully integrated Hawthorne into our operations and supply chain data collection processes. This report includes Hawthorne and AeroGarden data, in addition to our North America consumer business, unless otherwise noted. We use intensity metrics to demonstrate performance with consideration for production volume, which allows for a more complete view of our Water, Energy and Emissions data despite any changes in our operations on a year-by-year basis. While we have made every effort to collect data from all of our sites, in some cases, we were not able to obtain data for our FY2023. Where relevant, we note the percentage of site participation alongside data throughout the report. We continue to improve the quality and breadth of our environmental data collection, including the systems and processes for recording and analyzing this data.

## ENVIRONMENTAL FINES & SETTLEMENTS

ISSUING AGENCY	LOCATION	DATE	AMOUNT OF FINE	DESCRIPTION
California Department of Pesticide Regulation	California	December 2022	\$15,000	The California Department of Pesticide Regulation alleged Hawthorne Hydroponics LLC sold two unregistered pesticides into California between April 2015 and March 2021, in violation of California Food and Agricultural Code section 12993. Hawthorne admitted to selling the products into California during the relevant time period, but did not admit that any such sale constituted a violation. The Parties agreed to settle the case for the amount indicated.
California Department of Pesticide Regulation	California	September 2023	\$4,877.80	The California Department of Pesticide Regulation alleged Hawthorne Hydroponics LLC distributed an unregistered pesticide into California between January 2018 and June 2020, in violation of California Food and Agricultural Code section 12993. Hawthorne admitted to distributing the product into California on behalf of the manufacturer during the relevant time period, but did not admit that any such distribution constituted a violation. The Parties agreed to settle the case for the amount indicated.

## PRODUCT DATA

PRODUCT NAME RECALL	REASON FOR RECALL	DATE	NUMBER OF UNITS RECALLED OR WITHDRAWN
There were no product recalls in FY2023			

PRODUCTS	FY2021	FY2022	FY2023
Total R&D Spend	45,400,000	45,300,000	35,700,00
Number of R&D Positions (FTEs)	256	215	179
Percent of Total Revenues from Climate-Friendly Products	-	0.12%	2.4%

# ENVIRONMENTAL DATA

PRODUCTION (Short Tons)	FY2021	FY2022	FY2023
Production Volume	7,390,438	5,469,520	4,659,831
Production Volume (U.S. Consumer)	-	5,416,136	4,605,999
Production Volume (Hawthorne)	-	53,384	53,832

WASTE <sup>13</sup>	FY2021	FY2022	FY2023
Total Hazardous and Non-Hazardous Waste Generated (Short Tons)	153,758.4	31,280.3	42,942.7
Total Non-Hazardous Waste Generated (Short Tons)	150,109.7	27,798.5	30,325.9
Waste to Landfill (Short Tons)	5,378.2	15,389.6	19,479.2
Waste Diverted from Landfills (Short Tons)	140,510.9	2,025.2	9,354.8
Total Waste Incinerated (Short Tons)	1,978.5	947.3	392.1
Hazardous Waste Generated (Short Tons)	3,648.8	3,481.8	3,898.2
Waste Intensity (Short Tons per Production Ton)	0.02	0.01	0.01
Recycled Green Waste into New Products (Lbs)	9,200,000,000	5,831,844,677	5,550,420,915

WATER USE (Megaliters) <sup>14</sup>	FY2021	FY2022	FY2023
Purchased Water	606.9	618.6	487.8
Well Water	2,591.1	938.7	1,550.9
Total Water Withdrawals	3,198.0	1,557.3	2,038.7
Water Withdrawal Intensity (Megaliters per Production Ton)	0.00043	0.00028	0.00044
Treated Wastewater Discharged <sup>15</sup>	7.3	3.6	2.2
Water Recycled and Reused <sup>16</sup>	16.6	8.0	5.4
Total Actual and Opportunity Costs from Water-Related Incidents (USD)	0	0	0

GHG EMISSIONS (MT CO <sub>2</sub> e)	FY2021	FY2022	FY2023
Total Scope 1 Emissions	57,481	82,778	105,661
Scope 1 CO <sub>2</sub> Emissions	-	82,636	83,529
Scope 1 CH <sub>4</sub> Emissions	-	70	701
Scope 1 N <sub>2</sub> O Emissions	-	149	6
Scope 1 HFCs Emissions	-	631	878
Scope 1 Coverage of SMG's Operations (Percentage)	100%	100%	100%
Scope 2, Location-Based (CO <sub>2</sub> e)	55,018	60,813	53,764
Scope 2 Location-Based Coverage of SMG's Operations (Percentage)	100%	100%	100%
GHG Emissions Intensity (MT CO <sub>2</sub> e per Production Ton)	0.02	0.07	0.03

ENERGY (GJ)	FY2021	FY2022	FY2023
Total Energy Use	1,465,221	1,895,467	1,889,059
Energy Intensity (per Production Ton)	0.20	0.35	0.41
Energy Consumption from Renewable Sources (Enterprise Level)	-	0	0
Energy Consumption from Non-Renewable Sources (Enterprise Level)	-	1,781,894	1,899,059
Energy Consumption within the Organization	1,010,493.0	1,810,555.6	1,700,463.0
Purchased Electricity	506,414	454,720	501,155
Total Fuel (excluding feedstock) Consumed from Renewable Sources	-	0	0
Total Fuel (excluding feedstock) Consumed from Non-Renewable Sources	-	1,327,175	1,387,904
Total Fuel Consumed (Sales Fleet)	300,377.0	315,105.8	293,516.0
Total Fuel Consumed (Trucking Fleet)	868,458.0	1,216,126.0	877,359.0
Total Fuel Consumed (Corporate Aircraft)	660,898.0	557,861.0	438,536.0

AIR EMISSIONS (kg) <sup>17</sup>	FY2021		FY2022		FY2023	
	Kilograms	Coverage of SMG's Operations (Percentage)	Kilograms	Coverage of SMG's Operations (Percentage)	Kilograms	Coverage of SMG's Operations (Percentage)
NO <sub>x</sub>	13,798.3	100%	12,503.4	100%	10,215.1	100%
SO <sub>x</sub>	81.6	100%	75.2	100%	61.6	100%
Particulate Matter (PM)	21,944.8	100%	16,438.2	100%	6,976.2	100%
Volatile Organic Compounds (VOCs)	2,068.4	100%	1,909.7	100%	1,642.0	100%

EMISSIONS INTENSITY (TONS PER USD MILLION SALES)	FY2021	FY2022	FY2023
NO <sub>x</sub> Emissions Intensity	0.003	0.004	0.004
SO <sub>x</sub> Emissions Intensity	0.000	0.000	0.000
PM Intensity	0.005	0.005	0.002
VOC Intensity	0.000	0.000	0.000

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)	FY2021	FY2022	FY2023
Coverage of EMS Verified Through International Standards	-	0%	0%
Coverage of EMS Verified by Third Party	-	33%	33%
Coverage of EMS Verified by Internal Specialists	-	66%	66%

<sup>13</sup> In FY2021, greater than 95% of all sites reported some type of waste data. In FY2022, 91.9% of sites reported waste data. In FY2023, 100% of sites reported waste data.

<sup>14</sup> Organization-wide including corporate offices. In FY2023, 56.94% of sites reported purchased water data and 63.33% of sites reported using well water reported data. In FY2022, 56.76% of sites reported purchased water data and 25.68% of sites using well water reported data. In FY2021, 52.7% of sites reported purchased water data and 17.6% of sites using well water reported data. This represents 60.8% of sites reporting water data in FY2021.

<sup>15</sup> FY2021 includes data from the Marysville plant. FY2022 includes data from the Ft. Madison, Santa Rosa and Marysville plants. FY2023 includes data from the Marysville plant.

<sup>16</sup> Includes data from the Marysville and Ft. Madison plants.

<sup>17</sup> Air emissions are collected and reported on a calendar year basis. ScottsMiracle-Gro is sharing the air emissions from our Marysville, Ohio, Title V facility. The total air emissions disclosed in this report do not rise to the level of reportability for the U.S. EPA, but represent our company's tracking and estimation of this data.



# SOCIAL DATA

HEALTH AND SAFETY	FY2021	FY2022	FY2023
Number of Lost Time Incidents	80	37	31
Total Number of Recordable Injuries	182	115	95
Total Number of Injuries	547	553	598
Total Number of Fatalities	0	0	0
Fatality Rate: Direct Employees	0%	0%	0%
Fatality Rate: Contract Employees	0%	0%	0%
Total Incident Rate	2.3	1.5	1.5
Total Lost Time Rate	1	0.5	0.5
Transport Incidents	-	-	2

PEOPLE*	FY2021	FY2022	FY2023
<b>HEADCOUNT</b>			
Total Regular Associates	7,245	6,094	5,533
Temporary/Contract Associates	-	-	662
Total Headcount			6,195

WORKFORCE LEVELS <sup>18,19</sup>	Number	Percent	Number	Percent	Number	Percent
Hourly	4,883	67%	4,016	66%	3,637	66%
Coordinator/Clerk/Analyst/Specialist	-	-	452	7%	405	7%
Senior Analyst/Senior Specialist	-	-	397	7%	377	7%
Supervisor/Manager	-	-	1,017	17%	936	17%
Director	-	-	153	3%	132	2%
VP/SVP	-	-	53	1%	39	1%
EVP/COO/CEO	-	-	6	0.09%	7	0.13%

WORKFORCE AGE	Number	Percent	Number	Percent	Number	Percent
30 Years of Age and Under	1,809	25%	1,307	21%	1,090	20%
31-50 Years of Age	3,345	46%	2,854	47%	2,612	47%
51 Years of Age and Over	2,091	29%	1,933	32%	1,831	33%

PEOPLE*	FY2021		FY2022		FY2023	
<b>TOTAL WORKFORCE GENDER</b>	Number	Percent	Number	Percent	Number	Percent
Female	1,839	25%	1,451	24%	1,354	24%
Male	5,340	74%	4,517	74%	4,045	73%
Not Declared	66	1%	126	2%	134	2%

WORKFORCE GENDER: SALARIED EMPLOYEES	Number	Percent	Number	Percent	Number	Percent
Female	886	38%	751	36%	719	38%
Male	1,450	61%	1,284	62%	1,134	60%
Not Declared	26	1%	43	2%	43	2%

WORKFORCE GENDER: SALARIED, DIRECTOR AND BELOW	Number	Percent	Number	Percent	Number	Percent
Female	865	38%	732	36%	705	38%
Male	1,392	61%	1,246	62%	1,103	60%
Not Declared	25	1%	41	2%	42	2%

LEADERSHIP GENDER (VP, SVP, AND EVP)	Number	Percent	Number	Percent	Number	Percent
Female	21	26%	19	32%	14	30%
Male	56	72%	38	64%	31	67%
Not Declared	1	1%	2	3%	1	2%

WORKFORCE DIVERSITY: SALARIED EMPLOYEES	Number	Percent	Number	Percent	Number	Percent
Minority	213	9%	198	12%	183	10%
White	1,645	70%	1,412	87%	1,290	68%
Not Declared	491	21%	5	0.3%	423	22%

WORKFORCE DIVERSITY: LEADERSHIP (VP, SVP AND EVP)	Number	Percent	Number	Percent	Number	Percent
Minority	5	6%	4	7%	2	4%
White	62	79%	48	84%	40	87%
Not Declared	11	14%	5	9%	4	9%

PEOPLE*	FY2021		FY2022		FY2023	
<b>GENDER DIVERSITY IN MANAGEMENT POSITIONS</b>	Number	Percent	Number	Percent	Number	Percent
Females in All Management Positions	-	30%	-	30%	-	29%
Females in Junior Management Positions	-	22%	-	20%	-	23%
Females in Top Management Positions	-	20%	-	31%	-	33%
Females in Management Positions in Revenue-Generating Functions	-	15%	-	23%	-	21%
Females in STEM-related Positions <sup>20</sup>	-	27%	-	36%	-	39%

TOTAL WORKFORCE DIVERSITY	Number	Percent	Number	Percent	Number	Percent
Minority (Total)	1,501	18% <sup>21</sup>	1,266	21%	1,110	20%
American Indian or Alaska Native <sup>22</sup>	-	0.6%	-	0.5%	-	0.5%
Asian	-	2.4%	-	1.8%	-	1.7%
Black or African American	-	6.3%	-	6.4%	-	6.7%
Hawaiian or Pacific Islander	-	0.7% <sup>23</sup>	-	0%	-	0%
Hispanic or Latino	-	9.1%	-	10.4%	-	9.8%
Two or more Races <sup>24</sup>	-	1.7%	-	1.4%	-	1%
Other <sup>25</sup>	-	-	-	0.3%	-	0.3%
White	3,642	50.3%	3,178	52.2%	2,973	53.7%
Not Declared <sup>26</sup>	2,101	29.0%	1,650	27.0%	1,450	26.2%

\*Due to rounding, some percentages may not total 100%.

<sup>18</sup> In FY2022, we created new breakdown workforce levels to illustrate a better representation of all levels and ensure all employees are included in the data.

<sup>19</sup> Relates to Regular Associates. Does not include Temporary/Contract associates.

<sup>20</sup> Prior to FY2022, this metric only included IT and Research and Development. Starting in FY2022, the metric includes IT, R&D, Engineering and Finance.

<sup>21</sup> This includes American Indian or Native Alaskan, Asian, Black or African American, Hawaiian or Pacific Islander, Hispanic or Latino, and Two or more Races.

<sup>22</sup> Prior to FY2022, this metric was called 'Indigenous or Native'.

<sup>23</sup> Prior to FY2022, this metric was included in the 'Other' calculation.

<sup>24</sup> Prior to FY2022, this metric was included in the 'Other' calculation.

<sup>25</sup> In the 2022 Corporate Responsibility Report, the 'Other' calculation included 'Not Declared', 'Hawaiian or Pacific Islander', and 'Two or more Races'. In the 2023 and 2024 Corporate Responsibility reports we have replaced the 31.4% 'Other' calculation with additional ethnicity workforce levels to illustrate a better representation of our workforce diversity.

<sup>26</sup> Prior to FY2022, this metric was included in the 'Other' calculation.

## SOCIAL DATA CONTINUED

REGIONAL PEOPLE DATA	FY2021	FY2022	FY2023
<b>HOURLY EMPLOYEES BY REGION</b>	Number	Number	Number
Canada	-	462	447
China	-	0	0
Mexico <sup>27</sup>	-	-	0
Netherlands	-	0	0
United Kingdom	-	0	0
United States of America	-	3,554	3,190
<b>SALARIED EMPLOYEES BY REGION</b>	Number	Number	Number
Canada	-	171	158
China	-	35	36
Mexico <sup>28</sup>	-	-	37
Netherlands	-	65	37
United Kingdom	-	2	0
United States of America	-	1,805	1,628
<b>VP AND ABOVE EMPLOYEES BY REGION</b>	Number	Number	Number
Canada	-	1	1
China	-	0	0
Mexico <sup>29</sup>	-	-	0
Netherlands	-	1	1
United Kingdom	-	0	0
United States of America	-	57	44
<b>TOTAL EMPLOYEES BY REGION</b>	Number	Number	Number
Canada	-	633	605
China	-	35	36
Mexico <sup>30</sup>	-	-	37
Netherlands	-	65	37
United Kingdom	-	2	0
United States of America	-	5,359	4,818

HUMAN CAPITAL MANAGEMENT	FY2021	FY2022	FY2023
<b>TRAINING AND DEVELOPMENT<sup>31</sup></b>	Hours	Hours	Hours
Average Hours per FTE of Training and Development	4.8	7.1	4.3
Average Hours per Female FTE of Training and Development	4.5	6.7	3.9
Average Hours per Male FTE of Training and Development	4.9	7.2	4.4
<b>COLLECTIVE BARGAINING AGREEMENTS</b>	Percent	Percent	Percent
Employees Covered by Collective Bargaining Agreements	4%	-	3.6%
<b>WAGE (USD/HOUR)</b>			
Minimum Hourly Wage	\$15	\$15	\$15.90
Average Hourly Wage	-	\$24.32	\$25.92
<b>PARENTAL LEAVE (WEEKS)</b>			
Paid Maternity Leave <sup>32</sup>	8	8	8
Paid Parental Leave for Primary Caregiver <sup>33</sup>	2	4	4
Paid Parental Leave for Non-Primary Caregiver	2	4	4
Unpaid Parental Leave for Primary and Non-Primary Caregiver (Bonding Time) <sup>34</sup>	6	6	6
Number of Female Associates Entitled to Parental Leave	-	-	1,142
Number of Male Associates Entitled to Parental Leave	-	-	3,002
Number of Female Associates That Took Parental Leave	-	-	29
Number of Male Associates That Took Parental Leave	-	-	140

HUMAN CAPITAL MANAGEMENT	FY2021	FY2022	FY2023
<b>PARENTAL LEAVE</b>	Number	Percent	Number
Number of Female Associates That Returned to Work After Parental Leave Ended	-	-	24
Number of Male Associates That Returned to Work After Parental Leave Ended	-	-	139
<b>TALENT ATTRACTION &amp; RETENTION</b>	FY2021	FY2022	FY2023
<b>EMPLOYEE HIRES</b>	Number	Rate	Number
Total New Employee Hires	4,076	-	2,460
Total New Employee Hires – Female	1,078	-	544
Total New Employee Hires – Male	2,921	-	1,721
Total New Employee Hires – Under 30	1,891	-	1,023
Total New Employee Hires – 30-50	1,528	-	862
Total New Employee Hires – Over 50	657	-	575
Total New Employee Hires – U.S.	3,707	-	2,138
Total New Employee Hires – Canada	335	-	290
Percentage of Open Positions Filled by Internal Candidates (Internal Hires)	-	18.7%	-

<sup>27</sup> We began conducting business in Mexico in FY2023.  
<sup>28</sup> We began conducting business in Mexico in FY2023.  
<sup>29</sup> We began conducting business in Mexico in FY2023.  
<sup>30</sup> We began conducting business in Mexico in FY2023.  
<sup>31</sup> We have updated our methodology for FY23 to more accurately reflect actual time spent on training and development. Previously, data was calculated based on learning application open time. Current data represents the entire length of the learning event.  
<sup>32</sup> Paid Maternity Leave (Short-term disability) is for mothers who have given birth for medical recovery.  
<sup>33</sup> Paid Parental Leave is for all parents to bond with their new baby, adopted child or fostered child.  
<sup>34</sup> Unpaid Parental Leave is for all parents to bond with their new baby, adopted child, or fostered child.

## SOCIAL DATA CONTINUED

TALENT ATTRACTION & RETENTION	FY2021		FY2022		FY2023	
	Number	Rate	Number	Rate	Number	Rate
EMPLOYEE TURNOVER						
Total Employee Turnover	2,762	20.7%	3,600	26.7%	1,397	28.8%
Total Employee Turnover – Female	640	19.5%	930	27.7%	288	23.2%
Total Employee Turnover – Male	2,104	21.0%	2,538	25.4%	1,065	30.4%
Total Employee Turnover – Under 30	1,242	38.6%	1,339	41.4%	383	42.7%
Total Employee Turnover – 30-50	945	15.4%	1,392	22.2%	687	27.8%
Total Employee Turnover – Over 50	575	14.2%	869	21.3%	327	22.0%
Total Employee Turnover – U.S.	2,462	21.0%	3,215	26.8%	1,224	29.5%
Total Employee Turnover – Canada	277	19.8%	351	25.2%	134	22.7%
Voluntary Employee Turnover Rate	-	12.2%	-	12.9%	-	13.3%

SUPPLIERS	FY2021	FY2022	FY2023
Proportion of Spending on Local Suppliers*	-	-	10%

\* This value takes into account the percentage of total procurement spend on suppliers in Ohio, USA.

## GOVERNANCE DATA

BOARD OF DIRECTORS COMPOSITION	FY2021	FY2022	FY2023
Total Executive Members	1	1	1
Total Non-Executive Members	10	11	11
Independent Members (Percentage)	73%	75%	75%
Female	2	2	3
Male	9	10	9
Minority	0	2	3

FINANCIAL ASSISTANCE (USD)	FY2021	FY2022	FY2023
Tax Relief and Tax Credits	-	-	\$3,053,792
Investment, R&D or Other Grants	-	-	\$20,310
Financial Assistance Received by the Government (United States)	-	-	\$2,762,830
Financial Assistance Received by the Government (Canada)	-	-	\$311,272

# GRI CONTENT INDEX

Statement of Use: ScottsMiracle-Gro has reported with reference to the GRI Standards for the period October 1, 2022 – September 30, 2023.\*

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>GRI 2: General Disclosures 2021</b>		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
GRI 2: General Disclosures 2021	2-1 Organizational Details	The Scotts Miracle-Gro Company Publicly traded company 14111 Scottslawn Road, Marysville, OH 43041 United States, Canada, the Netherlands and China
	2-2 Entities included in the organization's sustainability reporting	<a href="#">2023 Form 10-K, p. 2-8, 32-33, 69</a>
	2-3 Reporting period, frequency, and contact point	Sustainability Reporting Period: October 1, 2022 - September 30, 2023  Annual reporting cycle Financial Reporting Period: October 1, 2022 - September 30, 2023  Sustainability Report Publication Date: August 12, 2024  Katherine Dickens - Director, ESG & Social Impact ( <a href="mailto:sustainability@scotts.com">sustainability@scotts.com</a> )
	2-4 Restatements of information	No new restatements of information.
	2-5 External Assurance	The company is not seeking assurance for this year's sustainability report.
ACTIVITIES AND WORKERS		
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	Retail, Cannabis, Consumer Goods, Chemical <a href="#">2024 CR Report, Who We Are &gt; About ScottsMiracle-Gro, p. 4</a> <a href="#">2023 Form 10-K, p. 2-8</a>
	2-7 Employees	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 57-59</a>
	2-8 Workers who are not employees	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 59</a>

\*The GRI Content Index in the ScottsMiracle-Gro 2023 Corporate Responsibility Report contained the incorrect reporting period for GRI 2-3 and the Statement of Use. The accurate reporting period for the 2023 Corporate Responsibility Report is October 1, 2021 - September 30, 2022. We have updated GRI 2-3 and the Statement of Use in this 2024 Corporate Responsibility Report to reflect the accurate reporting period of October 1, 2022 - September 30, 2023.

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>GRI 2: General Disclosures 2021</b>		
GOVERNANCE		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	<a href="#">2024 CR Report, Our Approach to ESG, p. 6</a> <a href="#">2024 Form DEF14A, p. 3-18</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">2024 Form DEF14A, p. 3-22</a>
	2-11 Chair of the highest governance body	<a href="#">2024 CR Report, Our Approach to ESG, p. 6</a> <a href="#">2024 Form DEF14A, p. 3-7, 12</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-9</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">Innovation and Technology Committee Charter</a>
	2-13 Delegation of Responsibility for managing impacts	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-9</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">Innovation and Technology Committee Charter</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-9</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">Innovation and Technology Committee Charter</a>
	2-15 Conflicts of interest	<a href="#">2023 Form 10-K, p. 8-21</a> <a href="#">2024 Form DEF14A, p. 3-14</a> <a href="#">Code of Business Conduct &amp; Ethics, p. 15</a>
	2-16 Communication of critical concerns	<a href="#">2024 Form DEF14A, p. 19-20</a>  Due to the sensitive nature of critical concerns, these figures are only for internal use (except where external reporting is legally required). The Company follows its internal escalation process as appropriate for communicating concerns to the appropriate committee(s) of the SMG Board of Directors.
2-17 Collective knowledge of the highest governance body	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-9</a>	

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>GRI 2: General Disclosures 2021</b>		
GOVERNANCE		
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<a href="#">2024 CR Report, Our Approach to ESG, p. 6</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">Innovation and Technology Committee Charter</a>
	2-19 Remuneration policies	<a href="#">2024 CR Report, Our Approach to ESG, p. 6</a> <a href="#">2024 Form DEF14A, p. 20-47</a>
	2-20 Process to determine remuneration	<a href="#">2024 CR Report, Our Approach to ESG, p. 6, 50</a> <a href="#">2024 Form DEF14A, p. 20-47</a>
	2-21 Annual total compensation ratio	<a href="#">2024 Form DEF14A, p. 58</a>
	STRATEGY, POLICIES AND PRACTICES	
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	<a href="#">2024 CR Report, Introduction &gt; Letter from Leadership, p. 2</a>
	2-23 Policy Commitments	<a href="#">Our Position on Human Rights Code of Business Conduct &amp; Ethics</a>
	2-24 Embedding policy commitments	<a href="#">Our Position on Human Rights Code of Business Conduct &amp; Ethics</a> <a href="#">2024 CR Report, Our Approach to ESG, p. 6-8</a>
	2-25 Processes to remediate negative impacts	N/A
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Our Position on Human Rights Code of Business Conduct &amp; Ethics</a>
	2-27 Compliance with laws and regulations	<a href="#">2023 Form 10-K p. 6, 22, 46, 105</a>
	2-28 Membership associations	<a href="#">2024 CR Report, Our Approach to ESG, p. 9</a>
	STAKEHOLDER ENGAGEMENT	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<a href="#">2024 CR Report, Our Approach to ESG, p. 8-9</a>
	2-30 Collective bargaining agreements	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 46, 58</a>

# GRI CONTENT INDEX CONTINUED

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>GRI 2: General Disclosures 2021</b>		
<b>STAKEHOLDER ENGAGEMENT</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">2024 CR Report, Our Approach to ESG &gt; Materiality and Goals, p. 11-16</a>
	3-2 List of material topics	<a href="#">2024 CR Report, Our Approach to ESG &gt; Materiality and Goals, p. 12</a>
<b>Strategic Focus Area: Product Stewardship &amp; Safety</b>		
<b>PRODUCT STEWARDSHIP</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Innovative Products, p. 17-23</a>
GRI 1: Foundation 2021		<a href="#">2024 CR Report, Our Approach to ESG &gt; ESG Focus Areas and Goals, p. 14;</a> <a href="#">Innovative Products, p. 17-23</a>
<b>PRODUCT SAFETY AND PERFORMANCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Innovative Products, p. 17-23</a>
GRI 1: Foundation 2021		<a href="#">2024 CR Report, Our Approach to ESG &gt; ESG Focus Areas and Goals, p. 14;</a> <a href="#">Innovative Products, p. 18-20, 23</a>
<b>CONSUMER SAFETY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Innovative Products, p. 17-23</a> <a href="#">Appendix &gt; Product Recalls or Withdrawals, p. 55</a>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">2024 CR Report, Innovative Products, p. 17-23;</a> <a href="#">Operating Sustainably &gt; Health and Safety, p. 25-26;</a> <a href="#">Appendix &gt; Product Recalls or Withdrawals, p. 55</a>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">2024 CR Report, Appendix &gt; Product Recalls or Withdrawals, p. 55</a>
<b>PACKAGING</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Innovative Products &gt; Packaging, p. 21-23;</a> <a href="#">Operating Sustainably &gt; Waste, p. 27</a>

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>Strategic Focus Area: Product Stewardship &amp; Safety</b>		
<b>PACKAGING</b>		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">2024 CR Report, Appendix &gt; Environmental Data, p. 56</a>
	301-2 Recycled input materials used	<a href="#">2024 CR Report, Our Approach to ESG &gt; ESG Focus Areas and Goals, p. 14;</a> <a href="#">Innovative Products &gt; Packaging, p. 21-23</a>
<b>Strategic Focus Area: Operations and Supply Chain</b>		
<b>SUPPLY CHAIN MANAGEMENT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Operating Sustainably &gt; Suppliers, p. 31-32</a>
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<a href="#">2024 CR Report, Operating Sustainably &gt; Suppliers, p. 31-32;</a> <a href="#">Appendix &gt; Social, p. 59</a>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">2024 CR Report, Operating Sustainably &gt; Suppliers, p. 31-32</a>
	308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">2024 CR Report, Operating Sustainably &gt; Suppliers, p. 31-32;</a> <a href="#">Our Approach to ESG &gt; Governance &gt; Supplier Code of Conduct, p. 7</a>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">2024 CR Report, Operating Sustainably &gt; Suppliers, p. 31-32</a>
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">2024 CR Report, Operating Sustainably &gt; Suppliers, p. 31-32;</a> <a href="#">Our Approach to ESG &gt; Governance &gt; Supplier Code of Conduct, p. 7</a>
<b>EMISSIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Operating Sustainably &gt; Energy and Emissions, p. 29-30</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56;</a> <a href="#">Appendix &gt; About Our Data, p. 55</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56;</a> <a href="#">Appendix &gt; About Our Data, p. 55</a>

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>Strategic Focus Area: Operations and Supply Chain</b>		
<b>EMISSIONS</b>		
GRI 305: Emissions 2016	305-4 GHG emissions intensity	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56;</a> <a href="#">Appendix &gt; About Our Data, p. 55</a>
	305-5 Reduction of GHG emissions	<a href="#">2024 CR Report, Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, C4.3, p. 11-12</a>
GRI 305: Emissions 2017	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56;</a> <a href="#">Appendix &gt; About Our Data, p. 55</a>
<b>ENERGY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Operating Sustainably &gt; Energy and Emissions, p. 29-30</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 29-30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, C8.2a, p.25</a>
	302-3 Energy intensity	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 29-30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
	302-4 Reduction of energy consumption	<a href="#">2024 CR Report, Operating Sustainably &gt; Energy and Emissions, p. 29-30</a>
<b>CLIMATE CHANGE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16</a> <a href="#">2023 CDP Response</a>
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">2024 CR Report, Our Approach to ESG &gt; Enterprise Risk Management, p. 7-8</a> <a href="#">2023 CDP Response, C2, p.4-8</a>
<b>EFFLUENTS AND WASTE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16;</a> <a href="#">Innovative Products &gt; Packaging, p. 21-23;</a> <a href="#">Operating Sustainably, p. 24-32;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 10-11, 30, 32-34</a>

# GRI CONTENT INDEX CONTINUED

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>Strategic Focus Area: Operations and Supply Chain</b>		
EFFLUENTS AND WASTE		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Operating Sustainably, p. 24-32; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 9-10, 30, 32-34</a>
	303-2 Management of water discharge-related impacts	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Operating Sustainably, p. 24-32; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 9-10, 30, 32-34</a>
	303-3 Water withdrawal	<a href="#">2024 CSR Report, Operating Sustainably, p. 24-32; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 9-10, 30, 32-34</a>
	303-4 Water discharge	<a href="#">2024 CSR Report, Operating Sustainably, p. 24-32; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 9-10, 30, 32-34</a>
	303-5 Water consumption	<a href="#">2024 CSR Report, Operating Sustainably, p. 24-32; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 6, 9-10, 30, 32-34</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste related impacts	<a href="#">2024 CR Report, Operating Sustainably &gt; Waste, p. 27; Appendix &gt; Environmental Data, p. 56</a>
	306-2 Management of significant waste-related impacts	<a href="#">2024 CR Report, Operating Sustainably &gt; Waste, p. 27; Appendix &gt; Environmental Data, p. 56</a>
	306-3 Waste generated	<a href="#">2024 CR Report, Operating Sustainably &gt; Waste, p. 27; Appendix &gt; Environmental Data, p. 56</a> <a href="#">2023 CDP Response, p. 30</a>

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE	
<b>Strategic Focus Area: Operations and Supply Chain</b>			
EFFLUENTS AND WASTE			
GRI 306: Waste 2020	306-4 Waste diverted to disposal	<a href="#">2024 CR Report, Operating Sustainably &gt; Waste, p. 27; Appendix &gt; Environmental Data, p. 56</a>	
	306-5 Waste directed to disposal	<a href="#">2024 CR Report, Operating Sustainably &gt; Waste, p. 27; Appendix &gt; Environmental Data, p. 56</a>	
<b>Strategic Focus Area: Associate Engagement and Wellness</b>			
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Form 10-K, p. 7</a> <a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Supporting Our People &gt; Diversity and Human Rights, p. 45-46</a>	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">2024 CR Report, Supporting Our People &gt; Diversity and Human Rights, p. 45-46; Supporting Our People &gt; Associate Data, p. 53; Appendix &gt; Social Data, p. 57-59</a> <a href="#">2024 Form DEF14A, p. 4-14</a>	
TALENT ATTRACTION AND RETENTION			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Form 10-K, p. 6-8</a> <a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Supporting Our People, p. 44-52</a>	
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 58-59</a>
		401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	<a href="#">2024 CR Report, Supporting Our People &gt; Associate Benefits and LiveTotal Health, p. 49</a> <a href="#">2023 Form 10-K, p. 6-8</a>
	401-3 Parental leave	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 58</a>	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26</a> <a href="#">2023 Form 10-K, p. 8</a>	
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26</a>	
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26</a>	

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>Strategic Focus Area: Associate Engagement and Wellness</b>		
TALENT ATTRACTION AND RETENTION		
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26</a>
	403-6 Promotion of worker health	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26; Supporting Our People &gt; Associate Benefits and LiveTotal Health, p. 49</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26</a>
	403-9 Work-related injuries	<a href="#">2024 CR Report, Operating Sustainably &gt; Health and Safety, p. 25-26; Supporting Our People &gt; Associate Benefits and LiveTotal Health, p. 49; Appendix &gt; Social Data, p. 57</a>
	403-10 Work-related ill health	<a href="#">2024 CR Report, Appendix &gt; Social Data, p. 57</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">2024 CR Report, Supporting Our People &gt; Investing in Development, p. 51-52; Appendix &gt; Social Data, p. 58</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">2024 CR Report, Supporting Our People &gt; Investing in Development, p. 51-52</a>
	404-3 Percentage of new employees receiving regular performance and career development reviews	<a href="#">2024 CR Report, Supporting Our People &gt; Investing in Development, p. 51-52</a>
<b>Strategic Focus Area: Community Engagement</b>		
LOCAL COMMUNITIES		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Cultivating Strong Communities, p. 33-43</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">2024 CR Report, Cultivating Strong Communities, p. 33-43</a>

# GRI CONTENT INDEX CONTINUED

2021 GRI STANDARD AND TITLE	DISCLOSURE NO. AND TITLE	LOCATION OR DIRECT RESPONSE
<b>Strategic Focus Area: Governance and Transparency</b>		
<b>TRUST AND REPUTATION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Supporting Our People &gt; Our Culture, p. 45</a>
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">2023 Form 10-K, p. 28-50</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">2023 Form 10-K, p. 11-12</a> <a href="#">2023 CDP Response, (sections 2 and 3), p. 4-11</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">2023 Form 10-K, p. 7, 19, 82-88</a>
	201-4 Financial assistance received from government	<a href="#">2023 Form 10-K, p. 28-50, 95-99</a>
<b>RESPONSIBLE CANNABIS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Innovative Products &gt; Formulation, p. 20; Innovative Products &gt; Consumer Education, p. 23; Operating Sustainably &gt; Energy and Emissions, p. 29; Cultivating Strong Communities &gt; Social Justice, p. 39-40</a>
GRI 1: Foundation 2021		<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16; Innovative Products &gt; Consumer Education, p. 23; Cultivating Strong Communities &gt; Social Justice, p. 39-40</a>
<b>PUBLIC POLICY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2024 CR Report, Our Approach to ESG, p. 6-16</a> <a href="#">2023 CDP Response, C12.3, p. 32-34</a>
GRI 415: Public Policy 2016	415-1 Political Contributions	<a href="#">2024 CR Report, Our Approach to ESG &gt; Governance, Stakeholder Engagement, p. 6-10</a> <a href="#">2023 CDP Response, C12.3, p. 32-34</a>

# UN SDG ALIGNMENT

In 2022, we engaged a set of internal stakeholders to map our company's sustainability efforts to the United Nations Sustainable Development Goals (UN SDGs). Throughout this report, we have added SDG icons to the sections where our SDGs align with our current actions. We look forward to identifying ways to further align with the UN SDGs in the future.



SDG	GOAL	SMG'S CURRENT ALIGNMENT	LOCATION
	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> <li>Promotes mental and physical health and wellbeing of associates through the LiveTotal Health program</li> <li>Promotes mental and physical health and wellbeing of community members by encouraging healthier lifestyles, creating community gardens, greenspaces and beautification projects, and supporting Pelotonia and the American Heart Association</li> </ul>	<a href="#">2024 CR Report, Cultivating Strong Communities, p. 33-43</a>
	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> <li>Engages in water stewardship, quality, quantity, conservation and protection efforts, supported by the National Partner Network</li> <li>Promotes scientific innovation to help protect vital waterways and advocate for all Americans' right to safe and accessible water</li> <li>Reduces and mitigates wastewater impacts, finds new ways to beneficially reuse wastewater</li> </ul>	<a href="#">2024 CR Report, Operating Sustainably &gt; Water, p. 28-29</a>

SDG	GOAL	SMG'S CURRENT ALIGNMENT	LOCATION
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> <li>Promotes safe and secure working environments for all workers through occupational health and safety efforts outlined in the Health &amp; Safety section of this report, Code of Business Conduct and Ethics, Supplier Code of Conduct and Human Rights Statement</li> <li>Invests in associate growth and development, talent acquisition and innovation through R&amp;D</li> </ul>	<a href="#">2024 CR Report, Our Approach to ESG, p. 5-16</a> <a href="#">Operating Sustainably &gt; Health &amp; Safety, p. 25-26</a> <a href="#">Supporting Our People &gt; Investing in Development, p. 51-52</a>
	Reduce inequality within and among countries	<ul style="list-style-type: none"> <li>Invests in fighting for reform to address complex racial, societal and economic inequalities tied to cannabis to create a more just and equitable industry</li> <li>Engages in public policy efforts through political and lobbying contributions that promote a more just and equitable society</li> </ul>	<a href="#">2024 CR Report, Cultivating Strong Communities &gt; Hawthorne Social Justice Fund, p. 39-40</a>
	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> <li>Explores new and more sustainable ways to deliver products to customers through design optimization and improved packaging</li> <li>Explores sustainable sourcing and recycling options to reduce plastic used in packaging, increase consumer brand packaging that can be recycled or reused, and increase recycled content in plastic packaging</li> </ul>	<a href="#">2024 CR Report, Innovative Products &gt; Packaging, p. 21-23</a> <a href="#">Operating Sustainably &gt; Waste, p. 27</a>

# SASB INDEX

SASB STANDARD TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE NUMBER(S), URL(S)
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>				
<b>GREENHOUSE GAS EMISSIONS</b>				
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> -e,	<a href="#">Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
	RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	<a href="#">2023 CDP Response, p.8-11</a>
<b>AIR QUALITY</b>				
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub>	Metric tons (t)	<a href="#">Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
<b>ENERGY MANAGEMENT</b>				
Energy Management	RT-CH-130a.1	(1) Total energy consumed	Gigajoules (GJ),	<a href="#">Operating Sustainably &gt; Energy and Emissions, p. 30;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
<b>WATER MANAGEMENT</b>				
Water Management	RT-CH-140a.1	(1) Total water withdrawn	Thousand cubic meters (m <sup>3</sup> )	<a href="#">Operating Sustainably &gt; Water, p. 28-29;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	<a href="#">Operating Sustainably &gt; Water, p. 28-29;</a>

SASB STANDARD TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE NUMBER(S), URL(S)
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>				
<b>HAZARDOUS WASTE MANAGEMENT</b>				
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated	Metric tons (t)	<a href="#">Operating Sustainably &gt; Waste, p. 27;</a> <a href="#">Appendix &gt; Environmental Data, p. 56</a>
<b>COMMUNITY RELATIONS</b>				
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	N/A	<a href="#">Our Approach to ESG &gt; Stakeholder Engagement, p. 8-9;</a> <a href="#">Cultivating Strong Communities, p. 33-43</a>
<b>WORKFORCE HEALTH AND SAFETY</b>				
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	<a href="#">Operating Sustainably &gt; Health and Safety, p. 25-26;</a> <a href="#">Appendix &gt; Social Data, p. 57</a>
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	N/A	<a href="#">Operating Sustainably &gt; Health and Safety, p. 25-26</a>
<b>SAFETY &amp; ENVIRONMENTAL STEWARDSHIP OF CHEMICALS</b>				
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	N/A	<a href="#">Innovative Products, p. 17-23</a>

SASB STANDARD TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	PAGE NUMBER(S), URL(S)
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>				
<b>MANAGEMENT OF THE LEGAL &amp; REGULATORY ENVIRONMENT</b>				
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	N/A	<a href="#">Our Approach to ESG &gt; Stakeholder Engagement, p. 8-9;</a> <a href="#">Innovative Products &gt; Regulatory Oversight p. 19</a>
<b>OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS &amp; RESPONSE</b>				
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.2	Number of transport incidents	Number, Rate	<a href="#">Appendix &gt; Social Data, p. 57</a>
<b>ACTIVITY METRIC</b>				
Production by reportable segment	RT-CH-000.A	Production	Cubic meters (m <sup>3</sup> ) and/or metric tons (t)	<a href="#">Appendix &gt; Environmental Data, p. 56</a>





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