







2022 ESG DATA SHEET

The following ESG Data Sheet contains disclosure of relevant environment, social and governance (ESG) metrics to Hayward Holdings, Inc., including select metrics from the Sustainability Accounting Standards Board (SASB) standards for Electrical and Electronic Equipment and Industrial Machinery & Goods sectors. Hayward also believes that our company works to support the achievement of seven of the United Nations Sustainable Development Goals (UN SDGs) below. This document covers the period January 1, 2021, through December 31, 2021, unless otherwise noted.

The data reported in this ESG Data Sheet has not been externally assured. As we continue to improve our processes for ESG reporting, disclosed metrics may be subject to adjustment.

 PRODUCTS	<ul style="list-style-type: none"> ■ Environmentally Sustainable Products ■ Product Safety
 PLANET	<ul style="list-style-type: none"> ■ Environmental Management (GHG, Energy, Water, Waste) ■ Responsible Supply Chain & Materials
 PEOPLE	<ul style="list-style-type: none"> ■ Diversity, Equity & Inclusion ■ Employee Health, Well-being & Engagement
 PRINCIPLES	<ul style="list-style-type: none"> ■ Business Ethics ■ Board Diversity & Independence ■ Data Privacy & Security





PEOPLE

Activity Metric

2,477 employees

Diversity, Equity & Inclusion

	ALL EMPLOYEES	BOARD OF DIRECTORS	MANAGER LEVEL AND ABOVE
Gender Breakdown	72% Male 28% Female	83% Male 17% Female	84% Male 16% Female
Race Breakdown	50% White 50% Racial/Ethnic	92% White 8% Racial/Ethnic	82% White 18% Racial/Ethnic

Employee Health, Well-being & Engagement

2%	Total recordable incident rate ¹
0%	Fatality rate ²
45%	Total employee turnover rate ³
2%	Near miss frequency rate (NMFR) ⁴
31%	Voluntary employee turnover rate ⁵
1%	Lost time incident rate ⁶

1. Total recordable incident rate (TRIR): the number of work-related injuries per 100 full-time workers during a one-year period.
 2. Fatality rates: the number of fatal work injuries per 100,000 full-time workers.
 3. Total employee turnover rate: the total percentage of employees who leave an organization during a certain period of time.
 4. Near miss frequency rate (NMFR): the number of reported near misses multiplied by 200,000 divided by total hours worked in the period.
 5. Voluntary employee turnover rate: the total percentage of employee departures based on their own decision rather than the employer's decision.
 6. Lost time incident rate (LTIR): the number of lost time injuries occurring in a workplace per one million hours worked.



PLANET

Environmental Management

2,951
Scope 1 carbon emissions
(Metric tons CO₂e)¹

215,212.7_{GJ}
Total energy consumed²

16,256
Scope 2 carbon emissions
(Metric tons CO₂e)³

90.3%
percentage grid electricity⁴

59,781.3_{MWh}
Energy use⁵

1. Scope 1 carbon emissions: direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

2. Total energy consumed: the total use of energy as a source of heat or power or as a raw material input to a manufacturing process.

3. Scope 2 carbon emissions: indirect greenhouse gas (GHG) emissions associated with the purchase of electricity, steam, heat or cooling.

4. Percentage grid electricity: the total proportion of energy derived from the electricity grid in relation to the total energy consumed.

5. Energy use: the use of energy as a source of heat or power or as a raw material input to a manufacturing process.

SASB Table

The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the issues which SASB has identified as financially and/or operationally material for Electrical and Electronic Equipment.

Unless otherwise noted, all disclosures in the tables below reference the year ending December 31, 2021.

Table 1: Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Unit of Measure	Code	FY21 Response
Energy Management	(1) Total energy consumed (2) Percentage grid electricity	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	1) 215,212.7GJ 2) 90.3%
Product Safety	Number of recalls issued, total units recalled	Number	RT-EE-250a.1	0
Product Lifecycle Management	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue	RT-EE-410a.2	45%
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-EE-440a.1	Hayward Commodities tracks ruthenium availability and cost utilizing commercially available source experts. In addition, we work with our supplier, who monitors and procures the ruthenium for us through their established sources. Our supplier has long-term contracts in place to ensure the supply of ruthenium from their supply base. Hayward also purchases tantalum capacitors as a commercial off-the-shelf item, for which we purchase the end item that is widely available from at least five sources.

Table 1: Sustainability Disclosure Topics & Accounting Metrics (continued)

Topic	Accounting Metric	Unit of Measure	Code	FY21 Response
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery, and (2) anti-competitive behavior	n/a	RT-EE-510a.1	<p>(1) Hayward is committed to conducting business with integrity and in compliance with all applicable anti-corruption and global trade laws. Our Anti-Corruption and Trade Compliance Policy strictly prohibits all forms of bribery, facilitation payments, or any benefits if it is intended, or could reasonably be perceived as intended, to improperly influence the actions of its recipient.</p> <p>(2) Hayward is committed to the fundamental public policy goals embodied in the antitrust laws that protect and promote free and fair competition. The policy helps employees recognize situations and potential problem areas which might have antitrust implications.</p>

Table 2: Sustainability Disclosure Topics & Accounting Metrics

Accounting Metric	Unit of Measure	Code	FY21 Response
Number of employees	Number	RT-EE-000.B	2,477