

The goal of this Data Sheet is to help investors and raters evaluate Fortune Brands' environmental, social and governance (ESG) performance. For more information on our ESG initiatives, management approaches and other ESG reporting materials, please visit FBHS.com/Corporate-Responsibility.

Environment

Environmental Data

Metrics from acquired businesses are generally included from the year the acquisition took place. Fiberon, acquired in 2018, is included in 2018 data. LARSON, acquired late December 2020, is included in 2021 data.

Global reporting for most of our environmental metrics begins in 2020.

Global Energy Usage

Metric	2020	2021
Scope 1 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	68,454	70,923
Scope 2 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	211,183	220,103
Total Scope 1 and 2 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	279,637	291,026
CO ₂ Intensity from Energy Used (In metric tons of CO ₂ / Unit net global sales (x10 ⁻⁵))	4.59	3.80
Total Energy (In million GJ)	3.12	3.25
Electricity (In million kWh)	488	509
Natural Gas (In million therms)	12.94	13.40
Renewable Energy	0%	0%
Renewable Energy Goal	No	Yes

Carbon Reduction and Renewable Energy Goals

30% reduction in absolute Scope 1 and Scope 2 carbon emissions by 2030.
Offset 50% of our electricity usage with renewable sources by 2030.

U.S. Energy Usage ^a

Metric	2017	2018	2019	2020	2021
Scope 1 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	50,411	66,590	64,780	55,445	55,978
Scope 2 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	127,152	152,033	160,150	161,454	166,483
Total Scope 1 and 2 – Raw CO ₂ from Energy Used (In metric tons of CO ₂)	177,563	218,623	224,930	216,899	222,461
CO ₂ Intensity from Energy Used (In metric tons of CO ₂ / Unit net U.S. sales (x10 ⁻⁵))	3.95	4.75	4.66	4.26	3.47
Total Energy (In million GJ)	2.06	2.61	2.62	2.45	2.50
Electricity (In million kWh)	294	351	370	373	385
Natural Gas (In million therms)	9.51	11.90	12.24	10.48	10.58
Renewable Energy	0%	0%	0%	0%	0%
Renewable Energy Goal	No	No	No	No	Yes

^a Prior data for Scope 2 – Raw CO₂ from Energy Used, Total Scope – Raw CO₂ from Energy Used and CO₂ Intensity from Energy Used have been restated using the Environmental Protection Agency's revised, March 2022 [Greenhouse Gas Equivalencies](#).

Global Water

Metric	2020	2021
Total Water Withdrawn (In million gallons)	252	262
Water Use Intensity (In gallons / Unit net global sales)	0.041	0.034

U.S. Water

Metric	2017	2018	2019	2020	2021
Total Water Withdrawn (In million gallons)	213	263	235	196 ^b	217
Water Use Intensity (In gallons / Unit net U.S. sales)	0.040	0.057	0.049	0.039	0.034

^b 2020 reduction in water withdrawn is mainly attributable to updated equipment and processes, and operational changes in key locations.

Global Waste

Metric	2021 ^c
Waste Intensity (In U.S. tons / Unit net global sales x10 ⁻⁵)	3.79
Landfill & Incinerated Vs. Diverted (In thousand tons)	
Diverted (Recycled, Reused, Re-purposed)	176.5
Landfill	109.3
Hazardous Waste	4.1
Total Waste Generated (In thousand tons)	289.9

^c Global reporting of waste data begins in 2021.

Apart from the data presented in “Diverted (Recycled, Reused, Re-purposed),” in 2021, Fiberon used approximately 59,000 U.S. tons of recycled plastic, and approximately 92,000 U.S. tons of post-industrial wood. Our Fiberon PE composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content.

U.S. Waste

Metric	2018	2019	2020	2021
Waste Intensity (In U.S. tons / Unit net U.S. sales (x10 ⁻⁵))	3.45	3.37	3.16	3.13
Landfill & Incinerated Vs. Diverted (In thousand tons)				
Diverted (Recycled, Reused, Re-Purposed)	107.0	106.0	113.0	136.7
Landfill	52.0	52.0	56.0	60.4
Hazardous Waste	N/A	2.5	3.0	3.5
Total Waste Generated (In thousand tons)	159.0	160.5	172.0	200.6

Environmental Policies

[Environmental Health & Safety Principles](#)

Social

Safety

TRIR and LTR include all global full-time employees, temporary workers and contractors under our direct supervision, and is calculated per 100 employees. Metrics from acquired businesses are generally included for the year in which the acquisition took place. Fiberon associates are included starting in 2018. LARSON, acquired in December 2020, is included in 2021 data.

Metric	2017	2018	2019	2020	2021	Industry Average ^a
For Total Organization:						
Total Recordable Incident Rate (TRIR)	1.40	1.23	1.20	1.20	1.34	–
Lost-Time Rate (LTR)	0.39	0.41	0.40	0.40	0.48	–
Total Number of Work-Related Fatalities	1	0	0	0	0	–
TRIR by Segment:						
Plumbing	1.0	0.80	0.80	0.70	0.53	1.6
Outdoors & Security	1.73	1.92	1.80	1.41	2.46 ^b	–
Cabinets	1.50	1.50	1.10	1.30	1.10	3.4

We strive for zero safety incidents.

^a Source: [U.S. Bureau of Labor Statistics](https://www.bls.gov), last updated November 3, 2021, provides the most recent data for industry averages. We are showing industry average data for Plumbing (Plumbing benchmark: NAICS 332913 plumbing fixture fitting and trim manufacturing) and Cabinets (Cabinets benchmark: NAICS 337110 household and institutional furniture and kitchen cabinet manufacturing) because we believe these provide helpful information regarding our safety performance. Meaningfully comparable industry average data for our Outdoors & Security segment is not available.

^b Increase in Outdoors & Security TRIR is mainly due to the addition of LARSON. Outdoors & Security TRIR without LARSON is 1.80. Fortune Brands improves safety for newly acquired businesses, and the Company is investing in safety at LARSON.

Safety Policies

[Environmental Health & Safety Principles](#)

Company Donations^c

Metric	2017	2018	2019	2020	2021
Cash and In-Kind Donations (In millions)	\$1.96	\$1.45	\$1.46	\$1.16	\$2.33

^c In addition to Company Donations, Fortune Brands associates donate their own time and money.

Related Programs

Matching gift program offered in most of our business

Global Workforce

	2019 (people)	2019 (%)	2020 (people)	2020 (%)	2021 (people)	2021 (%)
TOTAL GLOBAL WORKFORCE	25,650		26,138		28,056	
Job Type						
Production Hourly	19,647	77%	20,064	77%	21,509	77%
Salaried ^d	6,003	23%	6,074	23%	6,547	23%
People Managers	2,066	8%	2,030	8%	2,129	8%
Senior Leaders ^e	218	1%	220	1%	201	1%
Production Hourly	19,647	77%	20,064	77%	21,509	77%
Men	11,903	61%	12,514	62%	13,647	63%
Women	7,744	39%	7,550	38%	7,862	37%
Salaried ^d	6,003	23%	6,074	23%	6,547	23%
Men	3,820	64%	3,600	59%	3,878	59%
Women	2,183	36%	2,474	41%	2,669	41%
People Managers	2,066	8%	2,030	8%	2,129	8%
Men	1,486	72%	1,473	73%	1,532	72%
Women	580	28%	557	27%	597	28%
Senior Leaders ^e	218	1%	220	1%	201	1%
Men	157	72%	168	76%	152	76%
Women	61	28%	52	24%	49	24%

^d Salaried population includes people managers and senior leaders.

^e Senior leaders who are people managers are included in people manager total.

U.S. Workforce

	2019 (people)	2019 (%)	2020 (people)	2020 (%)	2021 (people)	2021 (%)
U.S. WORKFORCE	15,228		16,222		17,248	
Job Type						
Production Hourly	11,719	77%	12,396	76%	12,907	75%
Salaried ^f	3,509	23%	3,826	24%	4,341	25%
People Managers	1,492	10%	1,414	9%	1,540	9%
Senior Leaders ^g	184	1%	194	1%	168	1%
Production Hourly	11,719	77%	12,396	76%	12,907	75%
Men	6,672	57%	7,271	59%	7,750	60%
Women	5,047	43%	5,125	41%	5,157	40%
Salaried ^f	3,509	23%	3,826	24%	4,341	25%
Men	2,196	63%	2,192	57%	2,498	58%
Women	1,313	37%	1,634	43%	1,843	42%
People Managers	1,492	10%	1,414	9%	1,540	9%
Men	1,067	72%	1,026	73%	1,113	72%
Women	425	28%	388	27%	427	28%
Senior Leaders ^g	184	1%	194	1%	168	1%
Men	130	71%	145	75%	124	74%
Women	54	29%	49	25%	44	26%
People of Color	4,731	31%	5,576	34%	6,326	37%
Production Hourly	4,235	36%	5,000	40%	5,671	44%
Salaried ^g	496	14%	576	15%	655	15%
People Managers	206	14%	206	15%	236	15%
Senior Leaders	21	11%	20	10%	20	12%

We exceed U.S. EEO-1 industry benchmarks for U.S. women representation. We have key metrics for expanding our representation of women leaders, in addition to having key enterprise-wide aspiration to increase representation of people of color in our U.S. senior leader and professional positions.

^f Salaried population includes people managers and senior leaders.

^g Senior leaders who are people managers are included in people manager total.

Governance

Governing with High Standards

Related Policies and Documents

- [Anti-Bribery \(FCPA\) Policy](#)
- [Code of Business Conduct and Ethics \(English and Multi-Language\)](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Corporate Governance Principals](#)
- [Human Rights Policy](#)
- [Supplier Code of Conduct \(English and Multi-Language\)](#)
- [Whistleblower Policy](#)

Board of Directors ^a

Metric	2019	2020	2021	2022
Total Number of Directors	9	9	10	10
Number of Independent Directors	8	7	9	9
Number of Female Directors	2	2	2	2
Number of Ethnically / Racially Diverse Directors	0	0	2	2

^a Board of Directors data is as of the date of filing of the Company's definitive proxy statements filed with the Securities and Exchange Commission in 2019, 2020, 2021 and 2022.

Political Contributions

Metric	2017	2018	2019	2020	2021
Political Contributions	\$0	\$0	\$0	\$0	\$0

Related Policies

- [Policy Against Political Contributions](#)

Economic

Earnings per share, operating income and EBITDA are presented on a before charges / gains basis. Reconciliations of non-GAAP measures can be found in the [2021 Annual Report](#) on pages 90-95. The financial results of Larson were included in the Company's consolidated balance sheet as of December 31, 2021. Net sales, operating income and cash flows for LARSON from the date of acquisition to December 31, 2021, were not material to the Company.

Financial

Metric	2017	2018	2019	2020	2021
Net Sales (In billions)	\$5.30	\$5.50	\$5.80	\$6.10	\$7.66
Operating Income (In millions)	\$716	\$705	\$764	\$857	\$1,116
Earnings Per Share (Dollars)	\$3.08	\$3.34	\$3.60	\$4.19	\$5.73
EBITDA (In millions)	\$855	\$868	\$920	\$1,018	\$1,308

Capital

Metric	2017	2018	2019	2020	2021
Cash (In millions)	\$323	\$263	\$388	\$419	\$472
Debt (In millions)	\$1,508	\$2,334	\$2,184	\$2,572	\$2,710
Debt-to-Capital *	37%	52%	47%	48%	47%
Market Capitalization (In billions)	\$10.4	\$5.3	\$9.1	\$11.9	\$14.4

* Debt-to-Capital represents gross debt (both short-term and long-term) divided by the sum of gross debt plus stockholders' equity.