

Spectrum Brands Holdings, Inc.
Board Diversity Policy

I. PURPOSE

Spectrum Brands Holdings, Inc. (the “Company”) recognizes and embraces the importance and benefits of diversity on the Company’s board of directors (the “Board”) to corporate governance and board effectiveness. The purpose of this policy is to set out the basic principles to be followed to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain the highest standards of corporate governance.

II. NOMINATION AND APPOINTMENTS

Board nomination and appointments will continue to be made on a merit basis, based on the Board’s business needs from time to time while taking into account diversity. The Nominating and Corporate Governance Committee of the Board (the “NCG Committee”) has the primary responsibility for identifying individuals qualified to serve as Board members.

III. MEASURABLE OBJECTIVES

Selection of Board candidates shall be based on a range of perspectives with reference to the Company’s business model and specific needs, including, but not limited to, talents, skills and expertise, industry experience, professional experience, gender, age, race, language, cultural background, educational background and other similar characteristics.

IV. POLICY STATEMENT

With a view to achieving a sustainable and balanced development, the Company sees maintaining diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on merit and suitability of the candidate, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.

V. MONITORING AND REPORTING

The NCG Committee shall develop and review measurable objectives for implementing this policy and monitor the progress on achieving these measurable objectives. The NCG Committee shall periodically review this policy and the measurable objectives to ensure the continued effectiveness of the Board, and report to the Board on any proposed amendments to this policy.

Adopted: October 9, 2020