



Building A Business For The Future ~ As a WD-40 Company tribe member for over 30 years, I have experienced many changes in our organization. One thing that has held constant over the years is our commitment to our values, especially our number one value, which is hierarchical to the others: **we do the right thing**. We are fully committed as a company to do the right thing and be part of the solution to the environmental and social challenges facing humanity today.

Our heritage is a culture of experimentation, and we bring this spirit to our approach to our ESG efforts. That is why it is one of my strategic priorities to pivot our business to a more sustainable future.

- Steven A. Brass
President, CEO & Board Member

COMPANY OVERVIEW



\$518.8
Million
FY22 Net Sales

176
Countries

~583
Employees

Strategic Priorities

1. Pivoting the company toward a more sustainable future.
2. Further leveraging our capability as a global learning organization.
3. Realize the huge growth potential in emerging markets.

We call ourselves a tribe...

A community of people with shared values and a shared purpose.

ENVIRONMENTAL

We are philosophically aligned with the vision to achieve net zero GHG emissions by 2050. We will work towards setting reduction targets as we identify methods that can make a difference.

AREAS OF FOCUS

1. Carbon & Environmental Impact
2. Circular Supply Chain

ACCOMPLISHMENTS

- ✓ Completed Lifecycle Assessment screening for WD-40® Multi-Use Product.
- ✓ Completed an Organizational Life Cycle Assessment ("O-LCA") for WD-40 Company.
- ✓ Measured and established WD-40 Company GHG emissions baseline.
- ✓ Used the O-LCA to model and identified possible actions that may be taken to make a material difference in our carbon outputs.
- ✓ Examined the current state of the recycling of aerosol products in order to understand how WD-40 Company could positively increase the use of recycled aerosol product materials.



FY23 & FY24 PLAN

Identify methods to:

- Reduce GHG emissions per Kg finished product by at least 10%, through product design changes focusing on can material changes and formulation changes (Scope 3).
- Reduce GHG emissions per Kg finished product by at least 10% through supply chain collaboration, focused on production methods and energy sources (Scope 3).
- Reduce GHG emissions in Scope 1 and 2 sources by at least 10%.
- Select and implement a circular supply chain data acquisition, analysis and reporting platform in conjunction with the overall environmental data acquisition, analysis and reporting platform.

WHAT WE'VE LEARNED

- The two main environmental impact areas of WD-40® Multi-Use Product identified in the LCA screening study were:
 - Primary Packaging (tin-coated steel can)
 - Petroleum-based chemical contents
- Improving life cycle environmental performance through the products has by far the largest potential for GHG reductions.

Over the past two years we set out to engage every tribe member and board member in the DEI+B dialogue to listen and learn, uncover and prioritize growth opportunities, and align stakeholders on the importance and purpose of reinforcing our culture where everyone experiences a sense of belonging.

AREAS OF FOCUS

1. Diversity, equity, inclusion, and belonging (“DEI+B”) within our tribe
2. Supporting our tribe through ongoing programs
3. Our commitment and actions in support of our communities

ACCOMPLISHMENTS

- ✓ Conducted a global listening tour with our tribe, leaders and board of directors.
- ✓ Defined what DEI+B means at WD-40 Company.
- ✓ Designed and conducted our first DEI+B global survey in local languages to gain insights needed for the development of our future workplans.
- ✓ Developed and conducted our first 5-hour global diversity, equity, and inclusion learning experience: One Tribe | *better together* (achieved 98% participation).



Our current board reflects the most diverse composition in the company's history.

FY23 & FY24 PLAN

- Employment & Development
 - Raise job visibility internally and externally to solicit the broadest range of candidates possible.
 - Expand visibility of career progressions and equitable talent development opportunities to all employees.
 - Identify and reduce barriers to employment and talent development opportunities.
- Inclusion and Belonging: “Acknowledgement Behaviors”
 - Continue to invite diverse perspectives and opinions.
 - Equitably acknowledge contributions of all tribe members.
- Specific programs and actions will be tied to each of these elements



We partnered with SEMA Cares and built this one-of-a-kind custom 1951 Chevy truck. Auctioned for charity, it raised \$92,000 for ChildHelp.

WHAT WE'VE LEARNED

- One of the important lessons we gained from our DEI+B work over the last two years is that belonging exists when diversity, equity, and inclusion behaviors exist. In future Reports we will overlay the belonging outcome with diversity, equity, and inclusion outcomes to gather greater insights into our overall DEI+B cultural attributes.

GOVERNANCE

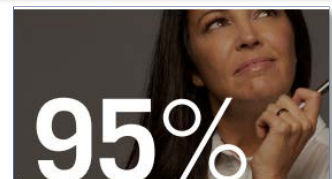
We believe that long-term, values-based decisions create an enduring business that we will be proud to hand over to the next generation. It certainly has thus far over our 70-year history.

FY23 & FY24 PLAN

- Expand disclosures regarding board-level ESG oversight.
- Further delineate ESG risks in the company's enterprise risk management framework.
- Develop additional policies and procedures that support our ESG risk management framework.
- Expand and enhance ESG reporting to further document progress and increase transparency.

FY23 & FY24 ESG STRATEGY

- Create the capability to pursue our ESG objectives.
- Pursue identified opportunities for improvements.
- Set goals by the end of FY24 for reductions in impacts once the methods are shown to be effective.
- Starting in FY25, commence annual measurement and expanded disclosures.



Global tribes agree that WD-40 Company is an ethical organization and is committed to complying with both our *Code of Conduct* policy and laws, rules and regulations where we conduct business.

- 2021 Global Employees Survey

REPORTING STANDARDS

- Report prepared with the GRI 1: Foundation 2021 standards
- Aligned with the intended purpose and structure of Task Force on Climate Related Financial Disclosures (TCFD)

ENVIRONMENTAL SPOTLIGHT

We recognize our responsibility to help protect the planet and are committed to reducing the impact our company has on the environment. Our environmental strategy is built on four pillars.



INNOVATING FOR THE FUTURE

WD-40 Specialist® Degreaser and Cleaner EZ-Pods is the first product developed by WD-40 Company with sustainability in mind.



WD-40 SPECIALIST® DEGREASER AND CLEANER EZ-PODS

- Tailored product for degreasing on-the-go
- Concentrated, industrial-strength formula
- Designed with sustainability in mind
- Improves transportation and storage efficiency and costs
- When used as intended, reduces plastic use
- Recyclable packaging
- Currently available in United States