



ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) COMMITMENT STATEMENT

ESG DISCLOSURE | SUPPLY CHAIN, PRODUCT COMPLIANCE & CIRCULARITY
TENACIOUS HOLDINGS INC. (DBA ERGODYNE) A KLEIN TOOLS COMPANY

OUR COMMITMENT

Ergodyne is dedicated to Make The Workplace a Betterplace™ whether that's on the manufacturing floor at our suppliers, in our corporate office, or on the jobsites where our products are used every day. Simply put, integrating ESG and regulatory compliance into our corporate strategy and business operations aligns with our dedication to innovation and continuous improvement. We're committed to working smarter toward a sustainable future.

EXECUTIVE RESPONSIBILITY STATEMENT

The ESG program is overseen by executive leadership. Leadership maintains ultimate responsibility for the company's ESG commitments and performance, and executive stakeholders ensure environmental stewardship, product safety, supply chain responsibility, and regulatory compliance are integrated into corporate strategy and business operations. ESG performance is reviewed regularly with executive leadership to maintain stakeholder alignment and continuous improvement.

1. ESG GOVERNANCE & OVERSIGHT

Our ESG program is overseen by executive leadership and supported by cross-functional teams including Product Compliance, Supply Chain, and Product Development. ESG-related risks and opportunities are evaluated through enterprise risk management processes to support transparent and accountable decision-making.

2. SUPPLY CHAIN TRANSPARENCY & RESPONSIBLE SOURCING

We maintain a responsible sourcing program designed to improve transparency and manage environmental and social risks within our supply chain. Suppliers are expected to comply with our Code of Vendor Conduct, and risk-based assessments and audits are conducted to monitor performance and drive corrective actions where necessary.

3. PRODUCT CHEMICAL COMPLIANCE & SAFETY

We maintain a Restricted Substances List aligned with global regulations such as REACH, RoHS, and TSCA, as well as regional or state level regulations such as Proposition 65 and AB-1817. Supplier material disclosures and internal reviews are required prior to product release to support regulatory compliance and customer safety expectations.

4. EXTENDED PRODUCER RESPONSIBILITY & CIRCULAR ECONOMY

We comply with applicable Extended Producer Responsibility (EPR) regulations for products and packaging placed on relevant markets. Obligations include producer registrations, reporting of product volumes, eco-fee payments, and participation in Producer Responsibility Organizations. Product and packaging design considerations support recyclability and waste reduction goals.

5. EXTERNAL PARTNERSHIPS & MEMBERSHIPS

The company collaborates with the following organizations to support regulatory compliance, supply chain transparency, and circular economy objectives:

- The Battery Network – Supporting battery stewardship, recycling compliance, and regulatory information exchange.
- Sedex – Leveraging supplier data and risk assessment tools to promote ethical and transparent supply chains.
- Circular Action Alliance – Supporting compliance with packaging Extended Producer Responsibility programs in the USA.
- Landbell USA – Partnering for producer responsibility, environmental compliance, and take-back program administration for textiles in the USA.
- Assent – Supporting product compliance, material transparency, and regulatory reporting across global markets through structured supplier data collection, regulatory monitoring, and document management.

6. INTERNAL PARTNERSHIP & INITIATIVE

The Blue Marble Initiative represents Ergodyne's ongoing commitment to environmental stewardship and responsible business practices. Through this initiative, we focus on reducing environmental impact across product design, packaging, and operations while supporting longer product life and responsible sourcing.

7. REVIEW & CONTINUOUS IMPROVEMENT

This disclosure is reviewed at least annually and updated as regulatory requirements and internal ESG practices evolve.