

2025 Sustainability Report

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About Latham Group



A Message from the President and CEO

At Latham, we aspire to be the center of the backyard - enriching a lifetime of cherished experiences through spaces that bring people together.

That is made possible by the dedication of our employees, the strength of our customer relationships, and our ongoing commitment to operating responsibly.

Since joining Latham in January this year, I have had the opportunity to visit our facilities, meet with our people, and see firsthand the talent, pride, and commitment that define our company. Whether speaking with manufacturing teams, engineers, customer service professionals, or sales leaders, one thing keeps coming up again and again. Our people care deeply about what we do, and how we do it.

That commitment is reflected throughout this report.

In 2025, we continued to advance our sustainability program through practical actions that support our customers, our employees, and the communities we serve. We reduced our Scope 1 and Scope 2 greenhouse gas emissions compared with our 2022 baseline, expanded energy-efficient lighting across our facilities, conducted our inaugural climate risk and opportunity assessment, and continued strengthening the systems and processes that support environmental performance and compliance.

Just as importantly, we continue investing in our people. Safety remains our highest priority, and our teams made meaningful progress during the year by reducing both recordable and lost-time injuries. Building on continued improvements in safety performance during 2025, we launched "Zero Is Possible" in 2026. This work is centered around the philosophy that every person has the right to return home safely to their family and loved ones. Creating that environment requires commitment from all of us, every day.

Throughout my career, I have learned that strong businesses are built through continuous improvement, accountability, and a willingness to learn. Those same principles guide our approach to sustainability. We are focused on taking meaningful actions, measuring our progress, and identifying opportunities to improve over time.



> "I am proud of what our team achieved in 2025 and excited about the opportunities ahead as we continue building on Latham's strong foundation."

I want to thank the entire Latham team for their ongoing dedication and contributions to our success. The accomplishments reflected in this report are the result of the entire organization working together to serve customers, support one another, and move our company forward.

I am proud of what our team achieved in 2025 and excited about the opportunities ahead as we continue building on Latham's strong foundation.

Sincerely,



Sean Gadd

President and Chief Executive Officer, Latham Group, Inc.

Corporate Overview

Latham Group, Inc. (hereinafter referred to as "Latham") is the largest designer and manufacturer of inground residential swimming pools in North America, Australia, and New Zealand. We are an established provider with a proven history of quality and service. Since 1956, Latham's family of products and brands has grown to include fiberglass and vinyl liner pools, automatic safety covers, winter safety covers, and accessories.

Across our three product lines, Inground Pools, Pool Covers, and Pool Liners, our mission is to be the premier backyard lifestyle pool brand. We focus on delivering quality products, efficient service, a collaborative and safety-first approach, and value for employees, homeowners, builders, and investors.

In 2025, Latham was named to Newsweek's inaugural list of America's Greatest Companies. The ranking, presented by Newsweek in partnership with Plant-A Insights Group, recognizes U.S.-based companies for performance across financial results, employee satisfaction, innovation, and sustainability.



~1,800
employees

$545.9
million in FY2025 net sales

70
years of experience, founded in 1956

77%
of total Latham inground pool sales in 2025 were fiberglass

500k+
pools installed to date

Latham's Company Values:

Safety:
Stay focused and compliant

Passion:
Embody and champion flawless execution

Leadership:
Inspire, empower, and guide

Accountability:
Own and deliver results with integrity

Simplicity:
Pursue excellence and innovation

Heart:
Embrace fun, wellness, diversity, community, and environment

Approach to Sustainability

Safety, quality, responsible operations, and customer service shape Latham's approach to sustainability. We focus on practical initiatives that support product performance, operational efficiency, employee well-being, compliance, and the communities where we operate.

Our sustainability program was formally launched following our initial materiality assessment in 2021, which established our priorities. With the support of an independent, third-party consultant, we reassess these priorities on an ongoing basis to ensure our governance, data collection, and annual reporting remain in line with an evolving landscape.

Since 2022, we have published a sustainability report annually to communicate our progress across each of our four key pillars: Planet, Product, People, and Governance.

Our reporting is aligned with the Sustainability Accounting Standards Board (SASB) and the Task Force for Climate-Related Financial Disclosures (TCFD).

Sustainability Program Milestones

- **2021:** Conducted Inaugural Sustainability Materiality Assessment
- **2022:** Conducted inaugural Scope 1 and Scope 2 greenhouse gas inventory; published inaugural report; launched Sustainability Hub
- **2023:** Formed Sustainability Working Group
- **2024:** Enhanced greenhouse gas data management and reporting processes
- **2025:** Conducted Inaugural Climate Risk Assessment

We continue to evaluate our program and focus areas against business needs and stakeholder priorities, with an emphasis on measurable actions and transparent reporting.



Planet

Planet Highlights

0

industrial wastewater produced in manufacturing operations

60%

of facilities equipped with LED lighting

23%

reduction in total Scope 1 and Scope 2 GHG emissions compared with the 2022 baseline

Environmental Management

Environmental compliance, responsible operations, and continuous improvement remain core elements of how we manage our manufacturing footprint. Our Environmental Policy continues to guide our approach to compliance, performance monitoring, and operational improvement across our facilities. We use the VelocityEHS Compliance Management System to manage environmental permits, track compliance obligations, and monitor environmental performance data. During 2025, we upgraded our subscription to the VelocityEHS Accelerate platform to support environmental data management and compliance oversight capabilities.

As in previous years, our manufacturing operations generated no industrial wastewater. Based on our compliance tracking processes, we identified no instances of noncompliance with applicable environmental regulations during the reporting year.

Regenerative Thermal Oxidizer (RTO) systems remained operational at three fiberglass manufacturing facilities during 2025, supporting air emissions management and regulatory compliance.

- **Jane Lew, West Virginia Facility**
  The RTO reduced VOC emissions by approximately 20%, with reported emissions of 92.98 tons compared with estimated potential emissions of 115.7 tons without the system.
- **Williams, California Facility**
  The RTO reduced VOC emissions by approximately 37%, with reported emissions of 30.19 tons compared with estimated potential emissions of 47.92 tons without the system.
- **Rockingham Facility**
  In 2025, this facility began developing its approach to tracking VOC reductions associated with its RTO.

During 2025, Latham continued to strengthen its environmental management practices by updating EHS policy documentation using ISO-aligned formats. We also continued annual employee training on environmental topics relevant to employees' roles, including air quality, stormwater management, and waste management.

Climate Change and Greenhouse Gas Emissions

In 2025, we completed our first Climate Risk and Opportunity Assessment with the support of an independent third-party consultant. The assessment evaluated potential climate-related risks and opportunities that could affect the business over the short, medium, and long term, including evolving regulations, supply chain considerations, operational resilience, and resource efficiency opportunities. The findings help inform Latham's enterprise risk management processes and ongoing business planning.

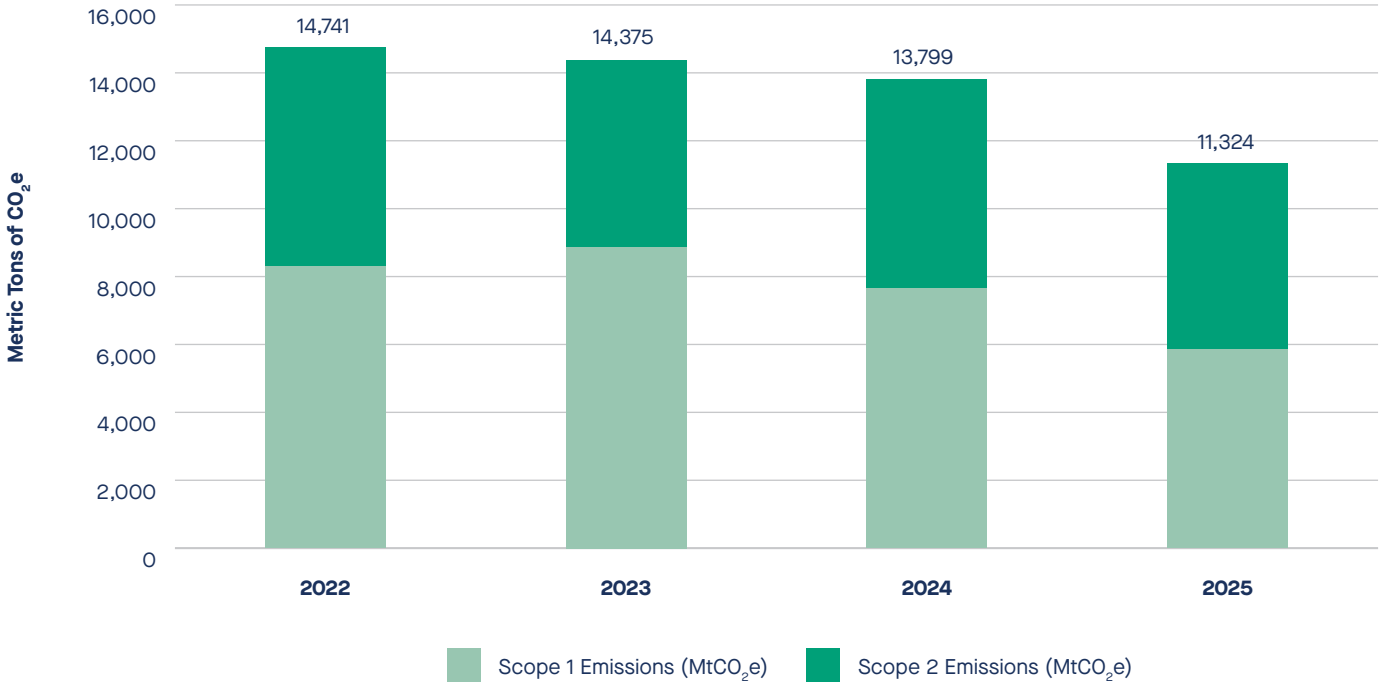
Alongside this work, we use a third-party enterprise carbon management platform to measure, monitor, and report Scope 1 and Scope 2 greenhouse gas (GHG) emissions. Building on the baseline established in prior years, our data collection and management processes are intended to support consistent reporting and visibility across our manufacturing footprint.

Our total Scope 1 and Scope 2 GHG emissions decreased by 23% from our 2022 baseline of 14,741 $MtCO_2e$ and by approximately 18% from 2024. The year-over-year comparison may have been affected by enhancements to the data collection processes implemented between reporting periods. The emissions presented below were calculated using the boundary and methodology outlined below.

2025 Greenhouse Gas Emissions Data

CATEGORY	EMISSIONS ($MtCO_2e$)	CATEGORY %
Total Scope 1	5,860	51.75%
Stationary Fuel	4,942	43.64%
Propane	419	3.70%
Diesel	338	2.98%
Natural Gas	4,185	36.96%
Mobile Fuel - Company Vehicles	856	7.56%
Diesel	452	3.99%
Gasoline	404	3.57%
Fugitive Gas	62	0.55%
Mobile	0.1	0.001%
Stationary	61.9	0.55%
Total Scope 2	5,464	48.25%
Total Scope 1 and Scope 2	**11,324**	**100.00%**

Scope 1 & 2 GHG Emissions ($MtCO_2e$), 2022-2025



Methodology Note

Latham uses a third-party Enterprise Carbon Management Platform to independently calculate greenhouse gas (GHG) emissions in accordance with the principles of the Greenhouse Gas Protocol: Corporate Standard. The reporting year shown is from January 1, 2025, to December 31, 2025, and considers all assets under Latham's operational control. Emissions have been calculated using the 2025 emission conversion factors published by the Environmental Protection Agency (EPA), the Department for Business, Energy & Industrial Strategy (BEIS), the International Energy Agency (IEA), and other applicable government bodies. Scope 2 emissions are calculated using the location-based approach.

Actual activity data has been collected from all entities within Latham's organizational boundary. This data has been summarized, reviewed, and assessed by the third-party Enterprise Carbon Management Platform for completeness. Activity data is multiplied by the appropriate emission factors to calculate Scope 1 and Scope 2 emissions. Where estimations have been made, they are identified within the underlying data tables. Less than 1% of emissions are from estimated data.

Energy Management

Energy efficiency remained a focus across our operations in 2025. During the year, we completed the conversion of our Fort Wayne facility, our largest manufacturing site by square footage, to LED lighting. This project increased LED lighting coverage from 55% to 60% of our facilities and increased LED coverage by square footage from 65% to 75% across our portfolio.

We also continued evaluating potential solar energy installation at our Williams, California facility. The project, which could generate substantial electricity to support the Williams plant, remains subject to final evaluation and approvals.

Overall, reported total energy consumption decreased from 211,092 GJ in 2024 to 175,011 GJ in 2025, a decrease of approximately 17%.

YEAR	TOTAL ENERGY CONSUMED (GJ)
2022	221,107
2023	221,779
2024	211,092
2025	175,011

Waste Reduction

During 2025, waste reduction efforts focused on manufacturing process controls, material recovery, inventory, and waste data management. These activities are intended to improve material utilization and reduce avoidable waste.

These efforts are underpinned by systems and tools that improve visibility into material use and production efficiency. The Technology for Manufacturers (TFM) precision monitoring system supports manufacturing efficiency, product quality, and material utilization across fiberglass operations. Latham also utilizes a centralized information system to track inventory levels and material usage in real time. The inventory system is intended to help operations manage inventory levels and identify material that may approach the end of its shelf life.

Our recycling and material recovery efforts during 2025 included 2,350 tons of scrap vinyl, 114 tons of plastic regrind, 860 tons of galvanized steel, 1.8 tons of aluminum, 39 tons of cardboard, 0.42 tons of mixed paper, and 4.48 tons of wood.

We also continued to monitor hazardous waste generation within our fiberglass operations and maintain standardized waste management processes under our Waste Minimization and Management Plan.

Our recycling and material recovery efforts during 2025 included:

2,350
tons of scrap vinyl

114
tons of plastic regrind

860
tons of galvanised steel

1.8
tons of aluminium

39
tons of cardboard

0.42
tons of mixed paper

4.48
tons of wood



Product

Product Highlights

Process and material controls that support product quality and material efficiency

Annual training on fiberglass material reuse requirements

Internal performance dashboards introduced following the fiberglass IFS implementation

Responsible sourcing and human rights expectations established through supplier policies and due diligence processes

Sustainability Innovation

Product quality and material efficiency are closely connected within our manufacturing operations. In 2025, standardized cut tables continued to support accurate material cutting and efficient resin use across fiberglass facilities. These process controls help manage material scrap while improving product consistency and quality. On average, these improvements reduced scrap by 46 pounds of resin per pool.

Across our North American fiberglass facilities, we maintained the use of acetone alternatives and expanded practices for reusing excess production material. Small pieces of excess Plascore material are repurposed for pool features such as steps and ledges, supporting material utilization and product performance while reducing material sent to landfill. Material reuse requirements are incorporated into standard operating procedures, and production teams receive annual training on these practices.

As an example of these material recovery efforts, pre-consumer vinyl material continued to be returned to suppliers for reuse during 2025. In addition, Latham's Lean Team implemented process improvements intended to reduce scrap generated through automatic cover production.

We also enhanced our collaboration with Poolside Tech to help pool owners manage pool chemistry more easily and efficiently. The collaboration focused on optimizing chemical use and reducing the environmental impacts associated with chemical consumption.

Quality and Safety

Quality and safety are central to the performance of our products and the experience of our customers. Latham maintains detailed Quality Control Manuals that establish quality assurance procedures for the company and its contractors. The manuals comply with the International Code Council AC10, Acceptance Criteria for Quality Documentation, and reference ICC Evaluation Report numbers ESR-2104, ESR-2450, and ESR-2782.

During 2025, we also developed standard operating procedures for manufacturing processes to improve consistency among factories.

We monitor quality performance through claims, product returns, and internal performance information to identify patterns that may require attention and support timely resolution of warranty concerns.

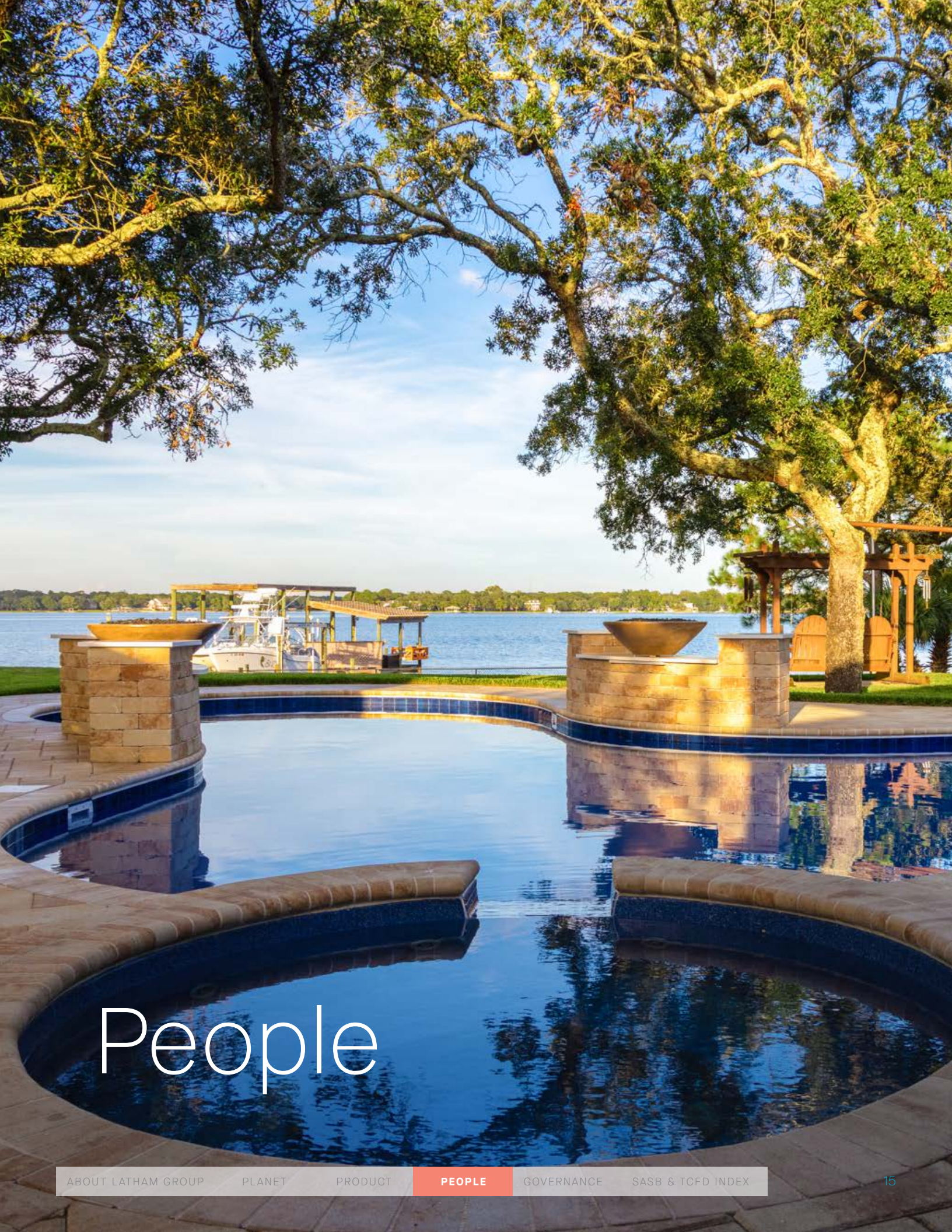
Latham also promotes pool safety through product features and customer-focused campaigns, including the use of safety covers and automatic covers.

Supply Chain Management

Our supplier requirements support product quality, responsible sourcing, human rights, and compliance across the supply chain. These expectations are documented in Latham's Supplier Code of Conduct, Conflict Minerals Policy, and Human Rights Policy. Upon request, our suppliers are expected to provide policies and due diligence information related to materials used in Latham's products.

During 2025, we maintained our due diligence and reporting processes for conflict minerals in alignment with the OECD Due Diligence Guidance. Additional information on this topic is available through Latham's Sustainability Hub.





People

People Highlights

Average employee tenure of seven years

8%

increase in employee engagement

Launch of **Zero Is Possible** Initiative

35%

of locations completed 2025 without a recordable injury

25%

reduction in Total Case Incident Rate (TCIR) in 2025

41%

reduction in Lost Time Incident Rate (LTIR) from 2024 to 2025

25K+

hours of health and safety training completed

Employee Retention, Engagement, and Belonging

Latham's approach to employee engagement focuses on supporting employees throughout their careers through development opportunities, employee assistance resources, leadership training, and workplace flexibility where appropriate. These programs are intended to contribute to employee well-being, professional growth, and long-term retention.

Latham continued to offer flexible and hybrid work arrangements for eligible non-manufacturing employees during 2025, supporting productivity, collaboration, and work-life balance. We also maintain our Employee Assistance Program (EAP), which provides confidential support resources for employees and their families. Together, these programs form part of our broader approach to employee well-being and are intended to support workforce engagement, retention, and long-term success.

In 2025, employees averaged seven years of service with Latham, reflecting the depth of experience across our workforce. Our annual employee engagement survey achieved a participation rate of 73%, and overall employee engagement increased by 8% during the year. Survey feedback continues to inform workplace planning and improvement activities.

The company also continued its individualized approach to leadership development, aligning training opportunities with employees' roles, responsibilities, and professional development objectives.

Health and Safety

Safety is fundamental to how Latham operates and remains a key focus across our manufacturing facilities and operations. During 2025, we continued to advance our Environmental, Health, and Safety (EHS) programs through hazard identification, employee training, ergonomic risk management, and targeted facility investments.

Our safety performance has improved consistently each year since 2023. In 2025, Latham achieved a Total Case Incident Rate (TCIR) of 2.26, representing a 25% reduction from the prior year. We also reduced our Lost Time Incident Rate (LTIR) from 0.95 in 2024 to 0.56 in 2025, a 41% year-over-year improvement. Since 2021, TCIR has declined by approximately 70% and LTIR by approximately 79%, reflecting our sustained progress in workplace safety improvement. In addition, 35% of Latham locations completed the year without a recordable injury.

Building on continued improvements in safety performance during 2025, Latham launched Zero Is Possible in 2026.

2022-2025 Year Over Year Incident Rate

	2021	2022	2023	2024	2025
Total Case Incident Rate (TCIR)	7.46	6.83	4.73	3.02	2.26
Lost Time Incident Rate (LTIR)	2.65	1.39	1.59	0.95	0.56



Zero Is Possible: Building a Culture Where Every Incident Is Preventable

Zero Is Possible is Latham's new, company-wide safety culture initiative founded on a simple but powerful belief: every incident is preventable.

Introduced by CEO Sean Gadd and COO Sanjeev Bahl during a live company event from the Seminole, Oklahoma facility and broadcast across North America and ANZ, the program represents Latham's commitment to ensuring that nothing is more important than the health, safety and well-being of its people.

The launch was more than the introduction of a new program. It marked the beginning of a long-term cultural journey designed to embed safety in every decision, conversation and action across the business. During the event, leaders emphasized that a strong safety culture is built through leadership commitment, employee engagement, continuous improvement, training and investment. Employees were reminded that safety is not simply a compliance requirement, but a shared responsibility and a core value that reflects how people care for one another at work.

At the heart of Zero Is Possible are seven core beliefs. These principles establish clear expectations for every employee, regardless of role or location.

- Safety is everyone's responsibility
- Every injury and incident is preventable
- Nothing is more important than people's health and safety
- Leadership sets the example
- Open communication strengthens safety
- Continuous improvement is essential

Zero Is Possible empowers employees to take ownership of safety by speaking up, identifying hazards and intervening when risks are present. Every team member is expected to be personally accountable for maintaining a safe workplace, to stop work when unsafe conditions exist, and to report incidents and potential hazards quickly and accurately.

The program, which is being rolled out enterprise-wide, includes enhanced safety leadership practices, proactive safety discussions, safety-focused Gemba walks, and expanded hazard identification efforts. It also features the CEO Safety Leadership Awards, which recognize individuals, teams and sites that demonstrate outstanding safety performance, strong safety culture, and proactive risk prevention.

Zero Is Possible reflects Latham's belief that world-class safety performance is achieved not only through systems and processes, but through a culture where every employee feels empowered to speak up, look out for one another and help ensure everyone returns home safely each day.

As CEO Sean Gadd stated at launch, "Zero Is Possible. Together, we make it happen."





A cornerstone of our safety approach is the Hazard Removal Program, which helps identify and eliminate workplace hazards before incidents occur. During 2025, hazard mitigation practices began to be shared across multiple locations, supporting a more consistent approach to risk identification and reinforcing safety culture across the organization. We also continued using an ergonomic self-assessment application that empowers employees to evaluate and address ergonomic risks within their work environments.

During 2025, Latham continued to invest in facility improvements intended to support safer operations. At our Fort Wayne facility, an older flammable ink-based marking system on the KCR line was replaced with laser etching technology. Additional safety-related improvements included boom upgrades across three Narellan production sites and crane camera upgrades at four facilities, helping improve visibility, equipment operation, and workplace safety.





Fort Wayne site KCR line laser etching system replaces old, flammable ink-based system.





Boom upgrades and crane camera upgrades at Narellan production sites

Health and safety training remains integrated into onboarding processes and ongoing operational requirements for employees working across our facilities. During 2025, employees completed more than 25,000 hours of health and safety training. Training topics included hazard awareness, safe work practices, and applicable compliance requirements. We also published our Environmental, Health and Safety (EHS) Policy, which formalizes Latham's commitment to maintaining safe and healthy working environments, supporting employee participation in workplace safety, and promoting compliance across our operations.

Community Engagement

Supporting the communities where our employees live and work remains an important part of Latham's culture. We encourage employees to participate in activities that strengthen local communities and support causes that are meaningful to them. Throughout 2025, employees participated in volunteering, fundraising, and awareness initiatives that reflected local community needs and priorities.

At our Williams, California facility, employees participated in a bicycle drive for children in partnership with the Williams Police Department. Employees at our Lindon, Utah facility also participated in The Great American ShakeOut, a community earthquake awareness, education, and preparedness initiative designed to help individuals and organizations improve readiness for emergency situations.

In the Albany, New York area, employees participated in community events throughout the year, including volunteer activities with Girls Inc. and participation in the 2025 CDPHP Workforce Team Challenge.

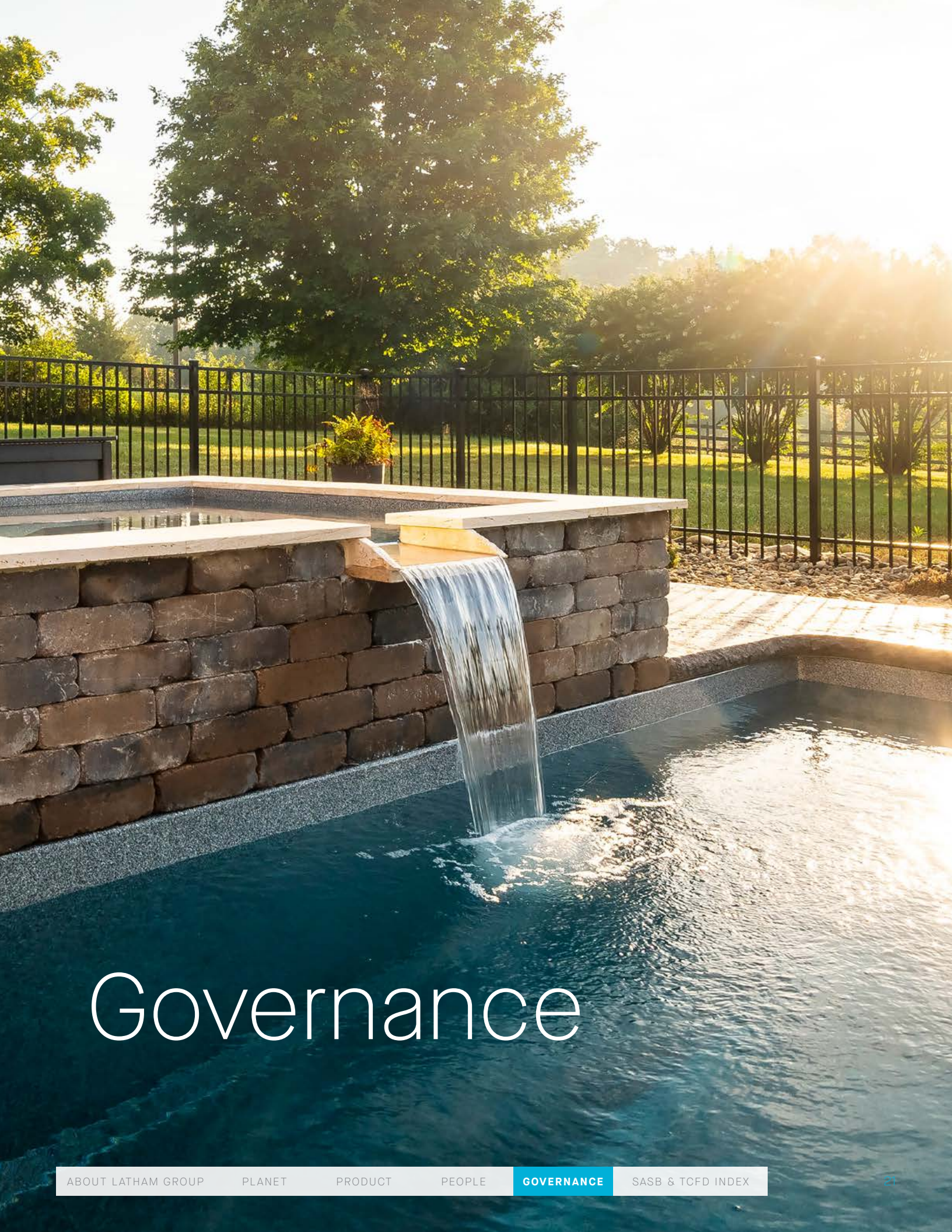


Latham employees volunteering with Girls Inc. in Schenectady, New York.



Latham employees participating in the 2025 CDPHP Workforce Team Challenge in Albany, New York.

Latham also continued to support organizations focused on water safety and drowning prevention, including the National Drowning Prevention Alliance and Colin's Hope. These organizations help advance education, awareness, and community outreach efforts that align with Latham's longstanding commitment to pool safety and responsible pool ownership.



Governance

Governance Highlights

Quarterly Audit Committee updates on ethics and compliance matters

Independent, non-executive Chair and eight of nine independent directors

99.25%

completion rate for mandatory compliance training

~5,890

hours of employee compliance training

Oversight

Latham's sustainability governance structure reflects Board oversight, management responsibility, and cross-functional execution. The Nominating and Corporate Governance Committee (NCGC) provides Board-level oversight of the sustainability program through quarterly updates and reviews.

Management is responsible for implementing Latham's sustainability strategy and sponsoring the cross-functional Sustainability Working Group. The Working Group coordinates day-to-day programs, supports the development of initiatives, and tracks performance across priority topics.

This structure is intended to support accountability and coordination across functions while connecting sustainability activities with Latham's business priorities.

Corporate Governance

Our Board consists of nine directors and is led by an independent, non-executive Chair. Eight of nine directors are independent, and the Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee are fully independent.

We seek to maintain a Board with diverse attributes and backgrounds, as well as qualifications, skills, and experience relevant to Latham's business and strategy.

In 2025, Jeffrey T. Jackson joined the Latham Board and Audit Commitee providing further skills and qualifications to our Board across a number of disciplines.

In December 2025, Latham announced that Sean Gadd would become President and Chief Executive Officer, effective January 5, 2026, following a comprehensive succession planning process led by the Board. Mr. Gadd also joined the Board in 2026.

Business Ethics and Compliance

The Board and management oversee Latham's ethics and compliance program. The Board periodically reviews key governance policies, and the Audit Committee receives quarterly updates on ethics and compliance matters.

The Latham Code of Conduct and Business Ethics establishes expectations for ethical conduct. In 2025, 99.25% of employees completed mandatory training on the Code of Conduct. Employees completed approximately 5,890 hours of compliance training.

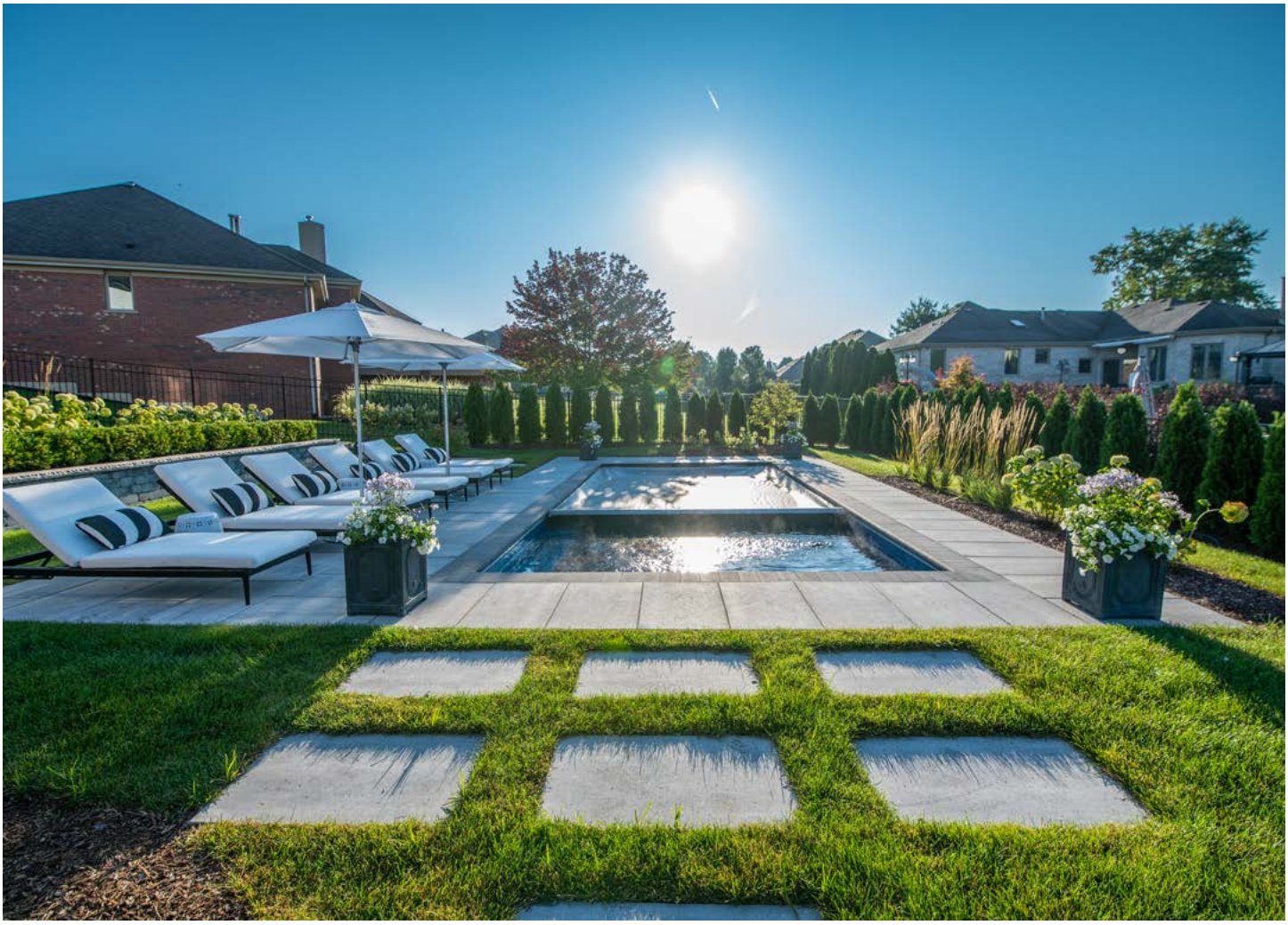
Latham maintains a whistleblower hotline through a third-party provider. The hotline is available 24 hours a day and provides confidential and anonymous reporting options in multiple languages, including English, French, and Spanish. Reports are investigated, and investigations and remedial actions are logged into a central system. Whistleblower matters are reported to the Audit Committee quarterly.

Data Privacy and Cybersecurity

Cybersecurity and data privacy are managed through Board oversight, executive responsibility, incident response planning, and employee awareness.

The Board receives quarterly reports on the cybersecurity program from the Chief Executive Officer and the Chief Information Officer. The CIO provides regular updates on potential threats, mitigation strategies, and cybersecurity resources.

Latham maintains an incident response plan led by the CIO and supported by a cross-functional team that includes IT security and executive management representatives from legal, finance, human resources, corporate communications, and internal audit and risk. Employee training and awareness programs support cybersecurity responsibilities across the organization.





Conclusion

Sustainability at Latham is an integral part of how we operate every day. It is reflected in the decisions our teams make to work safely, improve our processes, use resources responsibly, deliver high-quality products, and support the communities where we live and work.

During 2025, we continued to strengthen this work across our business. We reduced our Scope 1 and Scope 2 greenhouse gas emissions, expanded energy-efficient lighting, advanced material recovery and waste reduction efforts, improved workplace safety performance, conducted our inaugural climate risk assessment, and maintained strong governance and compliance practices. These results reflect the dedication of employees across Latham and their continued focus on finding better ways to work.

We also recognize that progress is built through thousands of everyday decisions. It requires people to take ownership, communicate openly, learn from one another, and continue refining what works. That mindset is central to our approach as we build on the progress represented in this report.

Looking ahead, we will remain focused on practical initiatives that support our employees, customers, operations, and long-term business performance. We will continue measuring our progress, strengthening our programs, and reporting transparently as our approach evolves. Together, we are working to deliver high-quality products, serve our customers, advance our industry, and create lasting value for the people and communities connected to Latham.

SASB Index

This Sustainability Accounting Standards Board (SASB) Index provides references to information included in this report that relates to sustainability topics we consider most relevant to our business. Given Latham's unique business model, we have reviewed SASB disclosure topics from both the Building Products & Furnishings and Toys & Sporting Goods industries. Unless otherwise noted, the disclosures and data presented in this index reflect Latham's fiscal year ended December 31, 2025.

SASB CODE	ACCOUNTING METRIC	DISCLOSURE
Management of Chemicals in Products		
CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	(1) None (2) None
CG-TS-250a.2	Number of Letters of Advice (LOA) received	None
CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	Latham Pools had no monetary losses as a result of legal proceedings associated with product safety.
CG-TS-250a.4 / CG-BF-250a.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Latham implements a comprehensive chemical risk management process. All proposed new chemicals require submission of safety data sheets through our online management system for evaluation by the EHS Director and Environmental Compliance Manager. Their assessment focuses on potential human health and environmental hazards before purchase approval. This systematic approach enables targeted employee training, appropriate industrial hygiene monitoring, proper waste characterization, and ensures adherence to established chemical handling protocols.
CG-BF-250a.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standard	Latham evaluates VOC emissions and content requirements across applicable product categories. In 2025, resins and gelcoats used in Fiberglass operations continued to meet applicable regulatory requirements.
Labor Conditions in the Supply Chain		
CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	No facilities were audited to a social responsibility code of conduct. Please see our Supplier Code of Conduct for further information on our expectations of our suppliers.
CG-TS-430a.2	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	No facilities were audited to a social responsibility code of conduct. Please see our Supplier Code of Conduct for further information on our expectations of our suppliers.
Energy Management in Manufacturing		
CG-BF-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	1) 175,011 GJ 2) 37% 3) 0%
Product Lifecycle Environmental Impacts		
CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	See Planet section on page 7 and Product – Sustainability Innovation section on page 13.
CG-BF-410a.2	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	Our recycling and material recovery efforts during 2025 included 2,350 tons of scrap vinyl, 114 tons of plastic regrind, 860 tons of galvanized steel, 1.8 tons of aluminum, 39 tons of cardboard, 0.42 tons of mixed paper, and 4.48 tons of wood. Latham recovers selected manufacturing materials through internal reuse, supplier take-back arrangements, and third-party recycling. Latham does not currently track the percentage of total recovered material that is ultimately recycled.
Wood Supply Chain Management		
CG-BF-430a.1	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard	Wood usage is not tracked by Latham because wood is not used to a significant degree in our operations.

SASB CODE	ACCOUNTING METRIC	DISCLOSURE
Activity Metrics		
CG-TS-000.A	Annual production	Latham Pools views "annual production" to not be a meaningful metric given the diversified range of products manufactured and various production units associated with them.
CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	There are 21 manufacturing facilities, with 0% outsourced production.
CG-BF-000.B	Area of manufacturing facilities	146,572 square meters

TCFD Index

Governance

DISCLOSURE	CURRENT APPROACH
Describe the Board's oversight of climate-related risks and opportunities.	Latham's Board of Directors delegates oversight of the company's Enterprise Risk Management (ERM) program, including climate-related risks, to the Audit Committee. The Nominating and Corporate Governance Committee (NCGC) oversees Latham's broader sustainability program and receives quarterly briefings on sustainability performance and progress from the Executive Leadership Team.
Describe management's role in assessing and managing climate-related risks and opportunities.	Latham's Executive Leadership Team is responsible for driving implementation of the company's sustainability strategy, including risk assessments and risk management. This work is supported by a cross-functional Sustainability Working Group comprised of leaders from EHS, Legal, Finance, Operations, Procurement, and Human Resources. See Governance, Page 21

Strategy

DISCLOSURE	CURRENT APPROACH
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2025, Latham completed its first Climate Risk and Opportunity Assessment with the support of a third-party consultant. As a component of this assessment, Latham identified relevant risks and opportunities across short- (0–2 years), medium- (2–4 years), and long-term (4+ years) horizons. Latham identified transition risks associated with evolving climate-related regulations and disclosure requirements, raw material and supply chain variability, shifts in consumer preferences, potential water-use restrictions in key markets, and heightened stakeholder scrutiny of environmental performance. Physical risks include the potential for extreme weather events to disrupt facilities and supply chains, along with longer-term shifts in seasonal demand patterns. Latham manages these risks through supplier diversification, contingency planning, geographic manufacturing footprint, product innovation, and ongoing monitoring of the regulatory landscape. Latham has identified several climate-related opportunities: • Strengthen resource efficiency through water-efficient product designs and expanded recycling and waste-reduction initiatives • Lower emissions through investments in energy-efficient technologies and process improvements • Grow its product portfolio in response to climate-driven consumer trends • Leverage its geographically diverse manufacturing footprint to support long-term operational resilience.
Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	Climate-related risks and opportunities inform Latham's strategic priorities and operational planning across multiple dimensions: 1. Transition considerations, including evolving regulations, stakeholder expectations, and shifts toward lower-carbon products, are integrated into policy development, investment decisions, and long-term business planning. 2. Physical risks are considered within the ERM framework to safeguard operational continuity. 3. Climate-related opportunities, such as energy efficiency initiatives and sustainable product development, are embedded into capital allocation and innovation strategies. This approach enables Latham to anticipate potential impacts on operating costs, capital expenditure, and revenue streams while positioning the organization to capture emerging market opportunities.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Latham has conducted a qualitative review of the resilience of its strategy across key business operations. Latham intends to continue advancing its climate resilience work and will evaluate the feasibility of conducting a quantitative scenario analysis in future reporting cycles.

Risk Management	
DISCLOSURE	**CURRENT APPROACH**
Describe the organization's processes for identifying and assessing climate-related risks.	Latham identifies and assesses climate-related risks through its enterprise risk management approach, informed by the initial Climate Risk and Opportunity Assessment completed in 2025.
Describe the organization's processes for managing climate-related risks.	Climate-related risks are managed through a combination of board oversight, executive leadership, and operational controls. Management strategies may include monitoring regulatory developments, maintaining compliance systems, investing in energy efficiency and process improvements, and pursuing diversified sourcing to support supply chain resilience.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related risk identification, assessment, and management are integrated into Latham's broader ERM framework and considered alongside other environmental, social, and governance topics. The Sustainability Working Group ensures that these risks are evaluated and prioritized in alignment with overall business objectives and strategic planning.
Metrics and Targets	
DISCLOSURE	**CURRENT APPROACH**
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Latham tracks energy consumption, waste reduction and recycling activity, environmental compliance performance, and greenhouse gas emissions to help evaluate progress and inform climate-related risk management. Current efforts remain focused on reducing energy consumption, improving operational efficiency, and strengthening waste minimization and recycling practices. See Planet section, Page 7.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1 Emissions (FY25): 5,860 MtCO2e Scope 2 Emissions (FY25): 5,464 MtCO2e Latham's greenhouse gas emissions are calculated using an operational control approach in accordance with the Greenhouse Gas Protocol: Corporate Standard, based on actual activity data collected from all entities within the organizational boundary. Related risks include exposure to evolving climate regulation and disclosure requirements, stakeholder expectations, and energy cost volatility, which are managed through Latham's ERM program. See Greenhouse Gas Emissions, Page 9.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Latham has not yet set formal climate-related targets. At this stage, the company is focused on improving measurement and strengthening data quality.

Scope

Unless otherwise stated, all performance reporting covers our fiscal year 2025, from January 1 to December 31, 2025, and includes data for Latham Group, Inc. Narrative content may cover material to September 2026.

Forward-Looking Statements

Certain statements in this report constitute forward-looking statements under federal securities laws. These forward-looking statements reflect our views with respect to future events as of the date of this report or otherwise specified herein, including statements regarding our future environmental, social and governance performance, objectives, measures, and strategies. Actual events and results may differ materially from those contemplated by such forward-looking statements due to risks and other factors that are set forth in our Annual Report on Form 10-K and subsequent reports filed or furnished with the SEC, as well as our earnings release issued as of the date of this report. Our forward-looking statements do not reflect the potential impact of any future acquisitions, mergers, dispositions, joint ventures, or investments we may undertake. We expressly disclaim any obligation to update any forward-looking statements, except as required by applicable law.

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