



2024 Sustainability Report

latham

The Pool Company™

Table of Contents

About Latham Group 3

A Message from the President and CEO 4

Corporate Overview 5

Approach to Sustainability 6

Planet 7

Planet Highlights 8

Environmental Management 8

Greenhouse Gas Emissions 9

Energy Management 11

Waste Reduction 11

Product 12

Product Highlights 13

Sustainability Innovation 13

Quality & Safety 14

Supply Chain Management 14

People 15

People Highlights 16

Employee Retention,
Engagement, and Belonging 16

Health and Safety 17

Community Engagement 18

Governance 19

Governance Highlights 20

Oversight 20

Board Composition 21

Business Ethics and Compliance 21

Data Privacy and Cybersecurity 21

Conclusion 22

SASB Index 23

Scope 24

Forward-Looking Statements 24



About Latham Group

A Message from the President and CEO

At Latham, excellence in quality and service forms the foundation of everything we do, and we hold integrity and respect as absolute core values that guide all our interactions. This is precisely why our sustainability approach stems from our unwavering dedication to making responsible choices for our environment, workforce, and the communities we serve. I am pleased to present Latham Group's 2024 Sustainability Report, highlighting our continued progress in environmental stewardship, social responsibility, and sound governance.

As I reflect on our journey as a public company, I am impressed by the ways in which the Latham team has integrated sustainability into our day-to-day business operations. In 2024, we strengthened our commitment to sustainability with measurable results across our operations. We're proud to report a year-over-year reduction in our Scope 1 & 2 emissions, achieving a 6% reduction compared to our 2022 baseline. Additionally, we expanded our LED lighting coverage to 55% of facilities and continued implementing precision monitoring systems that improve manufacturing efficiency while reducing environmental impact.

One of the aspects I value most about Latham is the passion our people bring to their work. This passion extends beyond manufacturing swimming pools—it's about creating spaces where families gather, relax, and build lasting memories. Since our founding as a family business over 65 years ago, we have grown into a global leader in the swimming pool industry, yet our core values remain steadfast.

The well-being of our employees remains fundamental to our success. This year, we achieved a remarkable 36% reduction in our Total Case Incident Rate and a 40% reduction in our Lost Time Incident Rate. These improvements reflect our unwavering focus on workplace safety and the effectiveness of our targeted initiatives. Our 30% reduction in voluntary turnover further demonstrates that Latham continues to be a place where talented individuals choose to build their careers.



As we look to the future, we remain committed to driving sustainable innovation while delivering exceptional products that create lasting value for all stakeholders. We will continue to make improvements, measure our progress, and adapt our approach as new opportunities emerge.

I want to express my sincere gratitude to the entire Latham team for their dedication, creativity, and commitment to excellence. Together, we're not just building pools, we're creating sustainable value and positive impact for generations to come.

Sincerely,
Scott M. Rajeski

A handwritten signature in black ink that reads "Scott Rajeski". The signature is written in a cursive, flowing style.

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 exceptional service. Since 1956, Latham’s family of products and brands has grown to bring together the best in 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. This means focusing on delivering exceptional experiences through quality products, efficient service, a collaborative, safety-first approach, and ensuring value for employees, homeowners, builders, and investors.

Over
500K

pools installed to date

~15%

of pools installed in North America are a Latham Pool

Over
1,800

employees

69

years of experience

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

Excellence defines our ethos – from the premium materials selected for our pools to the comprehensive, industry-leading warranty protection we provide. We strive to ensure every customer feels confident and satisfied with their Latham pool investment. This commitment to excellence extends beyond our product line, shaping a corporate culture founded on mutual respect, ethical conduct, and exceptional customer service.

Responsible operations and safety protocols remain fundamental priorities across our business. As a participant in the global marketplace, we uphold rigorous standards of accountability while seeking opportunities to create positive impact and strengthen the communities where we operate.

Working alongside specialized sustainability advisers, we’ve established a comprehensive governance structure, internal roadmap and strategy and reporting, aligned with recognized global standards, such as the Sustainability Accounting Standards Board (SASB).

Our journey began in 2021 with a comprehensive Sustainability Materiality Assessment that involved an extensive evaluation of leading frameworks, rating agency criteria, key stakeholder expectations, and valuable insights gathered through leadership interviews and executive team surveys. Our sustainability program has continued to grow and mature since 2021, as shown in our milestone timeline below:



We continuously evaluate our program’s focus areas and sustainability initiatives to ensure alignment with evolving stakeholder priorities. We continue to focus our efforts on key topic areas that are most beneficial to our business operations, stakeholder relationships, and long-term sustainability vision.



Planet

Planet Highlights

0

wastewater produced
in manufacturing

Decline in year-over-year
Scope 1 and Scope 2
GHG emissions

55%

of overall lighting is LED

6%

reduction in Scope 1 and Scope 2
GHG emissions since 2022 baseline

Environmental Management

Our [Environmental Policy](#) continues to guide our approach to compliance, performance monitoring, and continuous improvement. We use the VelocityEHS Compliance Management System to effectively track and manage air emissions, water quality, and waste compliance data.

We also use it to track compliance with environmental regulations, manage data, and coordinate our environmental permits. The VelocityEHS system is a critical tool in maintaining transparency and accountability in environmental performance that allows us to efficiently manage our obligations and quickly close any compliance actions that arise.

As in previous years, our operations produced no industrial wastewater, and we maintained compliance with all relevant environmental regulations.

Our Regenerative Thermal Oxidizer (RTO) systems in our fiberglass facilities continued to deliver environmental and operational value by abating VOC emissions, with performance optimized through maintenance and controls enhancements. With 2 RTOs in full operation, we have reduced the amount of VOCs emitted per pool by 28% in our Jane Lew, West Virginia facility and by 22% in Williams, California, which equates to a 10% reduction in VOCs emitted per pool overall.

We advanced our progress towards ISO 14001 and/or 45001 certifications by conducting an internal gap analysis to understand the progress we must make to be fully aligned with such standards. It is a priority to ensure our approach to environmental management and occupational health and safety is aligned with international standards and the industry's best practices.

Latham production employees are trained on an annual basis on topics such as environmental and stormwater awareness, air quality permitting, and waste management if relevant to their roles.

Greenhouse Gas Emissions

In 2024, we continued to embed operational sustainability best practices throughout our organization using a disciplined data collection and management approach to track our annual progress. We use a third-party enterprise

carbon management platform to track, monitor, and report our Scope 1 and Scope 2 emissions, enabling deeper insight into our footprint and informing our priorities.

Building on the emissions baseline established in prior years, our focus in 2024 remained on improving activity data coverage, refining emission factors, and enhancing internal controls so future reduction strategies are grounded in robust measurement.

Our total Scope 1 and 2 GHG emissions have decreased by 6% since our 2022 baseline, and from 2023 to 2024 our total Scope 1 and 2 emissions were reduced by 4%.

2024 Greenhouse Gas Emissions Data

CATEGORY	EMISSIONS (MtCO ₂ e)	CATEGORY %
Total Scope 1	7,654	55.47%
Stationary Fuel	5,479	39.71%
Propane	476	3.45%
Diesel	341	2.47%
Natural Gas	4,662	33.78%
Mobile Fuel – Company Vehicles	2,115	15.33%
Diesel	1,383	10.02%
Gasoline	732	5.31%
Fugitive Gas	59	0.43%
Mobile	0.1	0.001%
Stationary	59	0.43%
Total Scope 2	6,145	44.53%
Total Scope 1 & 2	13,799	100.00%

Scope 1 & 2 GHG Emissions (MtCO₂e), 2022-2024



Latham Pool has used a third-party Enterprise Carbon Management Platform to independently calculate its Greenhouse Gas (GHG) emissions in accordance with the principles of the Greenhouse Gas Protocol. The GHG emissions have been assessed in accordance with the Greenhouse Gas Protocol: Corporate Standard and have used the 2024 emission conversion factors published by the Environmental Protection Agency (EPA), the Department for Business, Energy & Industrial Strategy (BEIS), International Energy Agency (IEA), and other respective Government bodies. The reporting year shown is from January 1, 2024 to December 31, 2024, and considers all assets under Latham's operational control.

Actual activity data has been collected from all entities within the organizational boundary by Latham. This data has been summarized, reviewed, and assessed by our third-party Carbon Management Platform for its completeness and accuracy. The activity data is multiplied by an appropriate emission factor to calculate the Scope 1 and 2 emissions for Latham Pool. The location-based approach is used to calculate Scope 2 emissions. Where estimations have been made, this is highlighted in the individual data tables. Less than 1% of emissions are from estimated data.



Energy Management

We advanced our efficiency program to reduce our overall energy consumption to support emissions reduction efforts across our footprint. Priorities included continued LED conversions, equipment upgrades, and process optimizations at manufacturing sites. We increased our LED lighting coverage to 55% of our facilities, up from 48% in 2023.

We have plans to convert our Fort Wayne location to LED lighting in 2025. This site has the highest energy usage of all our facilities, and this project is expected to reduce the Fort Wayne site’s electricity usage by nearly 250,000 kWh per year.

In 2024, we reduced our total energy usage by 4.8% year-over-year.

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

Waste Reduction

Waste minimization remained a core focus in 2024 as we pursued targeted actions to reduce scrap, increase reuse, and divert materials from landfill.

In 2024, we began analyzing the volume of hazardous waste generated per pool produced in the Fiberglass business. We continue to refine and standardize our calculation methodologies, which will allow us to set reasonable and measurable goals for hazardous waste reduction. This work aligns with our Waste Minimization and Management Plan, which provides standardized processes to measure, track, and reduce hazardous waste.

We continued to leverage precision monitoring and process control in fiberglass manufacturing to drive efficiency and quality improvements. Our Technology for Manufacturers (TFM) precision monitoring system improves manufacturing efficiency and reduces the environmental impact at our fiberglass facilities. In addition to the TFM system, Latham is implementing a central information system that tracks inventories and usages in real time to keep inventories low and reduce the amount of material that may exceed shelf life, ultimately reducing the waste we send to landfill.

The continued reduction of materials from our facilities going to landfill remained a high priority in 2024. Our recycling and material recovery achievements for 2024 include:

2,939
tons of scrap vinyl

125
tons of plastic regrind

755
tons of galvanized steel

4.5
tons of aluminum



Product

Product Highlights

Process and material innovations to reduce waste and reuse material

Collaboration with Poolside Tech to optimize chemical usage in pools

Automation system to precisely dispose chemicals through pump line

Detailed Quality Control Manuals maintained in line with our rigorous quality assurance program

Comprehensive standards for quality, responsible sourcing, and human rights

Sustainability Innovation

We continue to reduce waste and improve product quality through process and material innovations. The standardized cut tables that ensure accurate cutting of materials and efficient use of resin in our fiberglass production has led to reduced material scrap and improved product quality.

Across our North American fiberglass facilities, we maintained the transition to acetone alternatives and expanded reuse practices, such as repurposing small excess Plascore pieces for smaller features like steps and ledges—improving structural performance while reducing landfill-bound material. Furthermore, we specified in our

standard operating procedure the requirement to reuse excess material, and production teams are trained on this requirement on a yearly basis.

We also continued pre-consumer vinyl waste circularity by selling material back to suppliers to be reused. Our “Lean Team” has also implemented process improvements throughout our operations, resulting in further reductions in scrap created by the Autocover production.

To help consumers manage pool chemistry easily and efficiently, we enhanced our collaboration with Poolside Tech and focused on optimizing chemical use and consequently reducing the environmental impact associated with chemical usage. This innovative system

allows us to automate water chemistry management, removing the burden from our customers and ensuring consistent, balanced pool conditions.

The automation system precisely dispenses chemicals—such as chlorine, muriatic acid, and others—directly through the pump line. It continuously monitors and adjusts chemical levels, preventing the common issue of overuse caused by manual observation and delayed intervention. By maintaining optimal water chemistry automatically, we deliver a safer, more efficient, and hassle-free pool experience to our clients. Our collaboration with Poolside Tech is an important element in our ongoing efforts to optimize chemical use and reduce the environmental impact of our products.

Quality & Safety

We take pride in producing top-quality products that our customers enjoy for years to come. Our operations strictly adhere to all applicable safety protocols, with materials selected for their superior durability. We offer industry-leading product warranties and our responsive Customer Service and Warranty teams are prepared to address concerns swiftly and coordinate the necessary repairs. By systematically tracking claims and product returns, we monitor performance and uncover patterns that may require attention. Regular analysis of these figures helps us pinpoint areas for improvement, making the prompt resolution of warranty claims a central focus in our ongoing quality initiatives.

Our strict quality control standards enhance the safety of our manufacturing employees and ultimately our product users. We maintain detailed Quality Control Manuals that set forth the quality assurance procedures to be followed

by the company and contractors in line with our rigorous quality assurance program. Latham's Quality Control Manuals comply with the International Code Council (ICC) AC10, Acceptance Criteria for Quality Documentation, following ICC Evaluation Report numbers ESR-2104, ESR-2450, and ESR-2782.

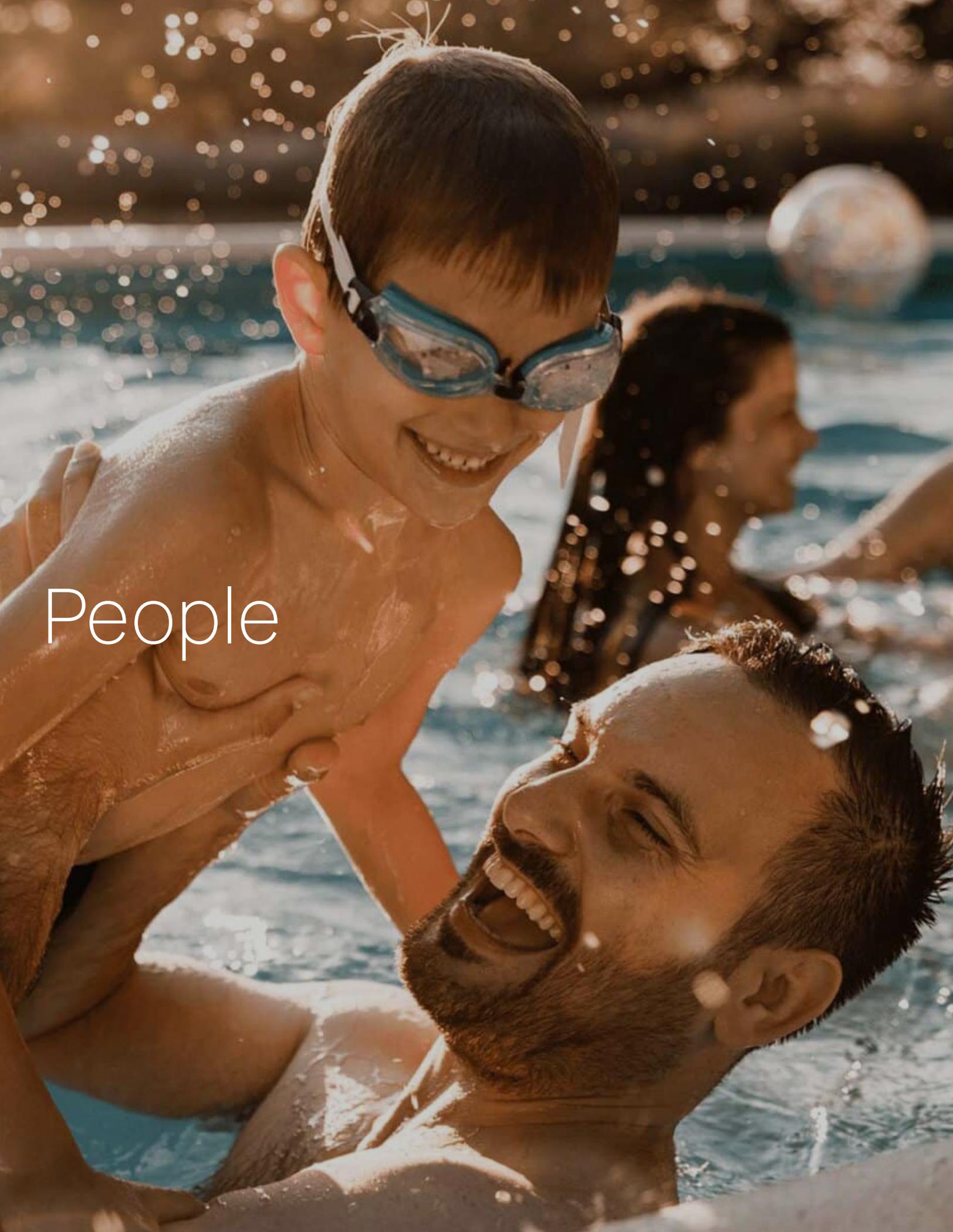
Supply Chain Management

We uphold rigorous standards for responsible sourcing, quality, human rights, and compliance across our supply chain. Our formal supplier monitoring program includes standardized onboarding procedures for new suppliers and periodic compliance reviews for existing suppliers. All suppliers must meet Latham's comprehensive standards for quality, responsible sourcing, and human rights that are clearly detailed in our [Supplier Code of Conduct](#), [Conflict Minerals Policy](#), and [Human Rights Policy](#).

We continued our own conflict minerals due diligence and reporting in 2024, aligning with the OECD Due Diligence Guidance. Our Sustainability Hub is updated to provide stakeholders with insight and visibility into how we manage and mitigate risks associated with conflict minerals.

Every supplier is expected to provide copies of their policies and due diligence information on the sourcing of materials in our supply chain upon request. We are dedicated to advancing these efforts so that our customers can trust they are making well-informed choices when they select a Latham pool.





People

People Highlights

7.23

years average tenure of our employees

30%

reduction in voluntary turnover rate from 2023 to 2024

36%

reduction in Total Case Incident Rate (TCIR) from 2023 to 2024

40%

reduction in Lost Time Incident Rate (LTIR) from 2023 to 2024

25k+

total hours of employee Health & Safety Training in 2024

Employee Retention, Engagement, and Belonging

Latham is committed to promoting a supportive, performance driven workplace that attracts and retains great people. In 2024, we continued to offer competitive compensation, development opportunities, and equitable recruitment practices.

In 2024, our workforce reflected strong retention, with employees averaging 7.23 years of service and a decrease in our voluntary turnover rate by 30% from 2023 to 2024.

Our annual engagement survey participation rates stayed consistent from 2023 to 2024, reflecting sustained employee interest in sharing feedback that shapes our roadmap. Survey results revealed an increase in overall workplace experience from 2023 to 2024.

Engagement action plans were developed based on feedback from the engagement survey, including manager trainings, increased communication, and site-specific engagement activities. The actions we have taken as a result of engagement survey feedback are guided by our company values—Safety, Passion, Leadership, Accountability, Simplicity, and Heart—which

continued to be embedded across teams through local communications, manager toolkits, and performance conversations.

We maintained flexible and hybrid work arrangements for eligible non-manufacturing roles, supporting productivity and work-life balance. Our Employee Assistance Program (EAP) that we introduced in 2023 remained a core element of our well-being offering. Our EAP was utilized at levels above both the industry and national averages, reflecting the value of the benefit to our employees.

At Latham, our goal is to foster an inclusive culture where everyone feels empowered to contribute, grow their careers, and be a leader. We strive to broaden access to opportunities and strengthen belonging across our organization. Our individualized approach to leadership training development embraces the unique skillset and specific needs of each team member. This personalized method ensures that training remains meaningful and impactful, directly addressing the distinct challenges and growth objectives of each leader.

Health and Safety

Safety is foundational to how we operate. In 2024, we continued to strengthen our Environmental, Health, and Safety (EHS) programs with a focus on hazard identification, capital investments to manufacturing facilities, and rigorous employee training.

A cornerstone of our safety approach is the Hazard Removal Program, which, throughout the year, effectively pinpointed and eliminated potential threats in the workplace. By swiftly addressing these risks, we ensure a safer environment for everyone. In addition, we broadened the use of our ergonomic self-assessment app, empowering employees to evaluate and mitigate ergonomic challenges at their workstations.

In 2024, we achieved a 36% reduction in the Total Case Incident Rate (TCIR) and a 40% reduction in the Lost Time Incident Rate (LTIR) from the previous year, demonstrating the success of our safety initiatives. We are proud to have

experienced a notable annual decline in both TCIR and LTIR rates since 2021. Additionally, 40% of all Latham Pool locations finished 2024 with zero recordable injuries.

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

We advanced capital investments that reduce injury risk and improve air quality and overall workplace safety—building on 2023 projects such as state-of-the-art dust collection systems in fiberglass plants, electrical safety enhancements, fall protection system additions, workplace ventilation upgrades, light weight spray booms, and heat mitigation initiatives.

As part of our ongoing heat mitigation initiative, we installed insulated white Thermoplastic Polyolefin (TPO) membrane roofs for our Florida and Louisiana locations. This material leads to a typical indoor temperature reduction of 10-15 °F and is an effective complement to our administrative controls such as work scheduling and hydration.



New insulated roof with TPO membrane at our Zephyrhills, Florida facility.

Mandatory EHS training forms the backbone of our facility safety standards and is integrated into the onboarding requirements for new-hires and ongoing requirements for all staff working in our facilities. In 2024, employees completed more than 25,000 hours of health and safety education.

We continue to provide accessible health services to our employees through our partnership with a leading North American telehealth provider. We remain committed to regularly evaluating and enhancing our well-being programs, ensuring employees receive effective care both at work and home. In doing so, we strive to cultivate a healthier, more engaged workforce.

Community Engagement

Our teams are active in the communities where they live and work. Community engagement remains a priority for us, with teams throughout the company actively participating in initiatives and events that foster meaningful connections with local communities. By engaging in these initiatives, employees find meaningful ways to contribute, which not only benefits the community but also enriches employees' own sense of involvement and fulfillment.

We encourage site-level initiatives that align with community needs, building employee pride and connection with each other. We participated in several fundraisers and volunteer

events over the course of 2024 for causes that are meaningful for our employees and their communities:

- The American Cancer Association's Making Strides Against Breast Cancer walk in Albany, New York
- The CDPHP Workforce Team Challenge in Albany, New York – a fundraiser for the Hudson-Mohawk Road Runners Club which supported *Girls on the Run* and *Unity House* with event proceeds
- A community service project in Florida to help feed local community-members
- An event where we donated 142 pounds of food to the Brantford Food Bank in Ontario, Canada

We are proud donors to a variety of organizations that are aligned with our mission and company values:

- *Step Into Swim* provides free and low-cost swimming lessons across the country to those who can't afford it, helping to set children up for success in the water and instilling lifelong water safety skills
- *Colin's Hope* provides water safety awareness, education, and resources to prevent children from drowning
- *SRS Raise the Roof Foundation* provides disaster relief and recovery, supports veterans and their families across the country, and assists children and families in hardship



Governance



latham
The Pool Company

Governance Highlights

Quarterly Board
sustainability updates

99%

completion of Ethics &
Compliance Training

New Independent
Director

7500+

total hours of Ethics &
Compliance Training

Robust data privacy and cybersecurity practices

Oversight

The Latham Board of Directors (“Board”) recognizes that effective management and oversight of sustainability-related initiatives are fundamental to our long-term strategic success and sustainable growth. Our comprehensive sustainability oversight framework is structured with clear accountability at multiple organizational levels.

At the leadership level, our management team drives the implementation of our sustainability strategy through executive sponsorship of a dedicated cross-functional Sustainability Working Group. This collaborative team meets on a quarterly basis and executes day-to-day programs and policies, develops new initiatives, and tracks performance and progress across all sustainability dimensions.

Board-level governance is provided by the Nominating and Corporate Governance Committee (NCGC), which maintains strategic oversight of our entire sustainability program. Throughout 2024, the NCGC received comprehensive quarterly briefings on our sustainability performance metrics and strategic progress.

The integration between our Sustainability Working Group and NCGC ensures alignment of our sustainability initiatives with overall business objectives. This governance structure facilitates the development of forward-looking policies, establishes measurable goals, and coordinates cross-departmental sustainability efforts to maximize organizational impact.

The Board continues to emphasize that sustainability performance is integral to Latham’s value creation strategy and long-term competitive positioning in the marketplace.

Board Composition

Our Board currently consists of nine directors. We have an independent, non-executive Chair of the Board. Further, our independent Board leadership is enhanced by the deep engagement and critical insights provided by our eight independent directors and fully independent Audit Committee, Compensation Committee and NCGC that provide oversight of key Board functions.

We continue to ensure that our Board includes directors with diverse attributes and backgrounds, as well as critical qualifications, skills and experience relevant to Latham's business and strategy. An updated Director Skills Matrix was published in our Proxy Statement.

In 2024, Frank Dellaquila joined our Board as an independent Director and Chairman of our Audit Committee. And in August, 2025, Jeff Jackson was appointed our newest independent Director.

Business Ethics and Compliance

Our Board and management are committed to responsible corporate governance to ensure that we operate in compliance with legal and regulatory requirements and in accordance with the highest ethical standards. Our Board periodically reviews and updates our key governance policies, and the Audit Committee of our Board is regularly updated on the Company's compliance program and performance under it.

Our Latham Code of Conduct and Business Ethics continues to be the foundation of our ethical standards. All employees participate in mandatory compliance training to ensure they are well versed in the company's ethical standards and equipped to uphold them in their daily activities. In 2024, we achieved a 99% completion rate for our mandatory compliance training programs. In total, our employees completed over 7,500 hours of compliance training.

Our global whistleblower hotline is available 24 hours a day in several languages and all reports made through it

are anonymous. Our website provides employees with clear guidance on how to report concerns safely and confidentially. Reports into the hotline are investigated promptly and all investigations and any subsequent remedial actions are logged into a central system.

Data Privacy and Cybersecurity

In today's increasingly digital business environment, Latham recognizes that robust cybersecurity and data privacy practices are essential components of our governance framework. Our comprehensive approach to managing cybersecurity risks integrates oversight at both the Board and executive levels, ensuring alignment with our overall risk management strategy.

Our Board maintains active oversight of the Company's cybersecurity program through quarterly reports from our Chief Executive Officer and our combined Chief Information Officer and Chief Information Security Officer (CIO/CISO).

At the executive level, our leadership team takes a proactive approach to cybersecurity threat management. Our CIO/CISO, who reports directly to the Chief Executive Officer, delivers weekly updates on potential threats, mitigation strategies, and the adequacy of our cybersecurity resources. This regular cadence ensures that cybersecurity remains a top priority across the organization and enables quick adaptation to the evolving threat landscape.

To address potential security incidents rapidly and effectively, we maintain a comprehensive incident response plan led by our CIO/CISO and a cross-functional team including members of our IT security function and executive management of our legal, finance, human resources, corporate communications, and internal audit/risk departments.

Through employee training and awareness programs, we continue to foster a culture of security consciousness throughout the organization, recognizing that cybersecurity is a shared responsibility across all levels of Latham.



Conclusion

As we close our 2024 Sustainability Report, we look back with pride on the meaningful progress we've made across our initiatives. This year marks a significant step forward in our sustainability journey that began in 2021 with our initial materiality assessment. Through disciplined execution and strategic focus, we've advanced our sustainability program with measurable results that benefit our stakeholders, communities, and the environment.

Looking ahead, we remain committed to advancing our sustainability initiatives while delivering exceptional products that create lasting value for our customers. We will continue to evaluate our sustainability priorities,

advance our key programs, policies, and initiatives and transparently report our progress. Our approach balances business growth with environmental stewardship, social responsibility, and sound governance, creating sustainable value for all stakeholders.

At Latham, we believe that a commitment to sustainability is not just good business—it's essential to fulfilling our mission of being the premier backyard lifestyle pool brand. As we enter the next phase of our sustainability journey, we invite you to follow our progress and join us in building a more sustainable future.

SASB Index

This Sustainability Accounting Standards Board (SASB) Index reflects where certain data and information is available regarding material issues for Latham Group. The following set of topics and metrics are based on an assessment of what we deemed to be our most relevant issues from two industries given our unique business model – Building Products & Furnishings and Toys & Sporting Goods. The data covered in this SASB Index covers Latham’s most recently completed fiscal year ending December 31, 2024.

SASB CODE	ACCOUNTING METRIC	2024 DISCLOSURE
Chemical & Safety Hazards of 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 has had no monetary losses as a result of legal proceedings associated with safety.
CG-TS-250a.4	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.
Energy Management in Manufacturing		
CG-BF-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	1. 211,091.81 GJ 2. 52%, 62% excluding mobile fuels 3. 0%
Management of Chemicals in Products		
CG-BF-250a.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See response to metric CG-TS-250a.4 above.
CG-BF-250a.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	In addition to resins and gelcoats used in Fiberglass operations meeting compliance standards under the National Emission Standards for Hazardous Air Pollutants (NESHAP) in 40 CFR Part 63 Subpart WWW, the Latham engineering group’s ongoing process to trial alternative materials has resulted in the identification of several raw materials that have lower Volatile Organic Compounds and Hazardous Air Pollutants contents. These are currently being used as alternative resins in our Fiberglass operations, thereby reducing our overall environmental footprint.

SASB CODE	ACCOUNTING METRIC	2024 DISCLOSURE
Product Lifecycle Environmental Impacts		
CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	See Environmental section in report page 8 and page 9.
CG-BF-410a.2	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	1. 504 pounds of Universal Waste Recycled, 2,939 tons of scrap vinyl sent back to manufacturer, 755 tons of galvanized steel and 4.5 tons of aluminum recycled, and 125 tons of plastic pellets reground and reused. 2. 100% of the recycled scrap product from our process is reused in our production process. The remaining product materials are sent back to the manufacturer or to a recycling facility. Currently, Latham does not track the percentage of recovered materials that are 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.
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

Scope

Unless otherwise stated, all performance reporting covers our fiscal year 2024, from January 1 to December 31, 2024, and includes data for Latham Group, Inc. Narrative content may cover material to October 2025.

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 presentation. Our forward-looking statements further 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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