

Sustainability

Sustainability and delivering value to various stakeholders are essential to the Company's strategies, management performance criteria, employee engagement activities, innovation pipeline, policies, and reporting systems.

Our dedicated Sustainability Lead Team includes senior leaders from various functional areas of expertise across our global footprint and meets regularly. The Sustainability Lead Team, and its environmental management system, reports directly to the CEO and directly interacts with the Board of Directors, Leadership Council, and business leaders.

In 2023, more than 64% of new products were developed with a sustainability profile. We partner with customers to create environmentally friendly end-products, improve manufacturing processes, reduce emissions and waste in their operations, and create safer working conditions.

We continue to be rated in the top quartile of companies for our Environmental, Social and Governance (ESG) practices by outside rating agencies such as MCI, ISS, and Sustainalytics. These ratings recognize our continued high standards in reducing emissions, water usage, and waste across our facilities and our robust policies, governance, and social practices.



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Safety and Environmental Performance

The Board is provided with a comprehensive safety and environmental briefing each quarter at Board meetings, and receives the following information each month: recordable injury rate, lost workday injury rate, injury details by business unit and geographic region, sustainability initiatives including environmental releases / performance against emission reduction targets, safety initiatives and policies. At least once a year, the Board receives detailed reviews on current environmental and safety status, progress, metrics and future plans for strategic discussions with our CEO.

The Company's commitment is demonstrated in the positive progress in achieving and exceeding 2025 targets, as shown below.

2023 Environmental Performance and Significant Progress Toward Achieving and Exceeding 2025 Targets

Metric	2025 Target Reduction*	Percentage Reduction Achieved as of 2023
 Scope 1 Absolute Emissions	25%	20.4%
 Scope 1 Intensity Emissions	33%	38.9%
 Scope 2 Absolute Emissions	40%	32.1%
 Scope 2 Intensity Emissions	40%	48.1%
 Airborne Pollutants Absolute Emissions	55%	66.7%
 Airborne Pollutants Intensity Emissions	55%	74.3%
 Water Used Absolute Discharge	20%	27.2%
 Water Used Intensity Discharge	30%	45.7%
 Water Discharged Absolute	20%	44.7%
 Water Discharged Intensity	33%	58.6%
 Landfill Waste Absolute Disposed	20%	40.4%
 Landfill Waste Intensity Disposed	30%	54.3%

* 2025 targets set from 2018 baseline