

W | FY25 Corporate Sustainability Goals

✓ COMPLETED ● ON TRACK ○ REALIGNED

People

- ○ **Preventive Safety:** Develop annual Environmental Health & Safety (EH&S) strategies to proactively improve safety culture, mitigate risks and ultimately achieve best-in-class injury rates.
- **People:** Achieve a 10% increase in employee engagement (baseline: FY24). **Target date:** End of FY26
- ○ **Improved Diversity:** Strive for an inclusive workforce reflecting the regional talent of each operating location as measured by hiring and retention data at the end of each fiscal year.

Process & Planet

- **Emissions Reduction:** Reduce Scope 1 and Scope 2 emissions by 60% (baseline: FY24). Achieve net zero emissions by 2050. **Target dates:** 2034 and 2050
- **Clean Energy:** Increase the amount of electricity from renewable sources by 5% each year, starting in FY25.
- ○ **Zero Waste:** Divert greater than 90% of global manufacturing and distribution waste from landfill. **Target date:** 2040

Products

- **Customer Alignment:** Prioritize business segments' sustainability efforts based on alignment with customer expectations. **Target date:** End of Q1 FY26
- ✓ **Design for Sustainability (DfS):** Integrated DfS criteria into early-stage gate processes. **Target date:** End of FY25

Partners

Supply Chain Sustainability Management Program (SCSMP):

- Implement a SCSMP. **Target date:** End of FY26
- ○ Engage with 100% of our strategic global supply chain (High Risk/High Spend) to align with our SCSMP. **Target date:** End of FY27
- ○ Use the SCSMP to engage our global value chain and increase our supplier diversity, showing year-over-year improvement. **Target date:** FY30

