

FY26 SUSTAINABILITY GOALS*

✓ COMPLETED

● ON TRACK

● PROGRESSING

PEOPLE

- ✓ **Preventive Safety:** Develop annual Environmental Health & Safety 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
- **Inclusion:** 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 greenhouse gas (GHG) emissions (Scopes 1 and 2) by 60% (baseline: FY24). **Target date:** 2034. Achieve net zero GHG emissions for Scopes 1-2 (baseline: FY24). **Target date:** 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 understanding of and alignment with customer expectations. **Target date:** End of Q1 FY26
- ✓ **Design for Sustainability (DfS):** Integrate 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, which is comprised of our high-risk suppliers and high-spend suppliers, to align with our SCSMP.† **Target date:** End of FY27
- Use the SCSMP to engage our global supply chain and increase our supplier diversity, showing year-over-year improvement. **Target date:** FY30



*The Sustainability Council is updating its FY27 corporate sustainability goals to reflect continued progress.

†High-risk suppliers are comprised of the top 80% of our supplier spend as well as non-domestic suppliers.