

Acting Beyond *the Surface*



WILSONART 2023
SUSTAINABILITY REPORT



Table of Contents

Message from Our CEO..... 4
 About Wilsonart..... 6
 At a Glance: Wilsonart Impact 8

ACTING BEYOND THE SURFACE

Our Approach to Sustainability..... 14
 About This Report 15

ENVIRONMENTAL IMPACT

Environmental Impact Highlights..... 16
 Earning Our Product Declare Labels..... 18
 Comparing Countertop Materials through EPDs 20
 Product Transparency Across Our Global Portfolio 22
 Operational Sustainability 24

SOCIAL IMPACT

Belonging and Inclusion..... 30
 Benefits to Support Employees 38
 Employee Health and Safety 40
 Supporting Our Local Communities 42

CORPORATE GOVERNANCE

Ethics and Code of Conduct..... 46
 Setting the Vision and Example for Our Company..... 50
 GRI Content Index 52



A Message from Andrew Korzen

PRESIDENT AND CEO,
WILSONART



We are excited to share how Wilsonart is leading the way for greater sustainability by delivering exceptional value through our global engineered surfaces product portfolio. As part of our ongoing commitment to excellence, we are enhancing our focus on four key areas: ensuring transparency across our portfolio through rigorous sustainability certifications, innovating to optimize manufacturing efficiency, elevating our most sustainable core product, High Pressure Laminate (HPL), and continuing to grow our business with people who care.

This past year presented an opportunity for Wilsonart to declare who we are as an engineered surfaces sustainability leader. We approached this objective with rigor and took action to become highly transparent, showcasing specific product ingredients and sustainability information. Today, we are committed to simplifying sustainability by delivering product transparency down to 100 parts per million. This enables our customers to build a better world — and furthers our goal of becoming the most transparent engineered surfaces leader in the world.

YOUR VISION, DELIVERED – SUSTAINABLY

At Wilsonart, we unlock long-term value through scalable actions that have served our customers well for nearly seven decades — actions that define Wilsonart as a sustainability leader. We reduce waste by making engineered surfaces that last while using fewer natural resources. We source wood that has been certified by global organizations for being responsibly harvested. We track energy and water usage and seek to reduce our footprint, including powering a portion of our operations in Fletcher, North Carolina through onsite solar. On the product level, our core offering, Wilsonart HPL, is made from 23% recycled material, which is two times more post-consumer recycled content than any other leading laminate brand.

SURFACES YOU LOVE – TRANSPARENTLY

Wilsonart engineered surfaces are specified by thousands of architects and designers every year, and it is our responsibility to ensure our products are as sustainable as possible. This begins with transparency.

In 2022, Wilsonart HPL and Compact Laminate products became the first in the laminate category to receive a Declare label from the International Living Future Institute. To earn this label, our engineers were required to disclose product ingredients down to 100 parts per million. Since then, we've continued to receive Declare labels for Quartz, Solid Surface, and other products. As our customers build a better world, we are right beside them with clarity and transparency.

This is our first sustainability report to share activities from our European locations, and it shows our European colleagues are equally committed to transparency. In fact, sustainability-minded team

members at the Wilsonart brands, Polyrey and Resopal, voluntarily created product guides called Environmental Passports. These guides provide a range of information regarding the product life cycle, as well as unique details such as antibacterial and air quality properties.

SERVICE YOU CAN COUNT ON – INNOVATIVELY

By driving a spirit of innovation throughout our value chain, relentlessly focusing on continuous process improvements, and targeting initiatives that unlock efficiencies and deliver profitable growth, Wilsonart continues to be positioned to win in the global engineered surfaces industry. Collectively, our global businesses focus on leveraging sustainability that our customers need and that advances their sustainability goals, as well as our own. We are making measurable progress toward achieving our goals and remain steadfast in our commitment to find new ways to become more sustainable, improve the efficiency of our operations, and collaborate with our partners to drive responsible sourcing standards.

PEOPLE WHO CARE – GLOBALLY

Since Wilsonart's inception, our people have been the bedrock of our success and longevity — the powerhouse through which we innovate, compete, and thrive in a rapidly changing world. Today, across our global organization, we are implementing practices and policies that create welcoming environments where our people thrive and feel empowered to contribute in ways that uniquely represent who they are. These actions are designed for our teams to bring a richness of backgrounds, experiences, and perspectives to our organization. In return, our team members will fuel our company's resilience, creativity, and unmatched ability to deliver for our customers.

Further, we understand that our success is shaped by the communities that sustain us. In 2023, regional teams came together to make a positive impact in the communities where we live and work. Collectively, our employees donated more than 38,000 volunteer hours to their communities by participating in more than 100 events in 19 countries. In this report, readers will discover examples of team members responding to specific and important needs in our local communities.

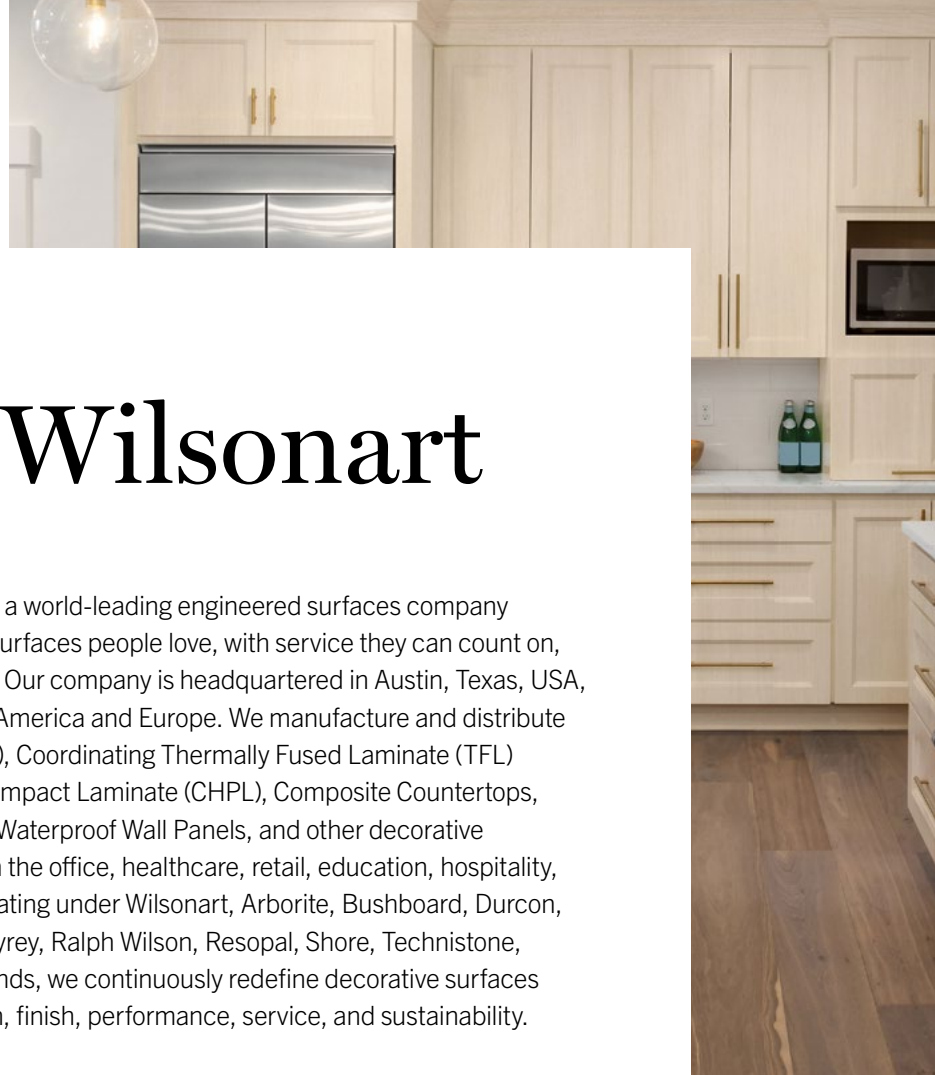
LOOKING AHEAD

Wilsonart is a strong, 68-year-old organization, founded through entrepreneurship. Our culture is built every day by employees who care about doing the right thing — for our customers, our business, and our collective future. We embark on our next chapter with a relentless focus on delivering value by leveraging the full extent of our manufacturing expertise, winning operationally by prioritizing efficiency, and forging lasting customer relationships by partnering with them to make a difference. As we look ahead, we will continue prioritizing value creation, managing costs, gaining efficiencies, and delivering exceptionally high-quality products that address our customers' sustainability goals and the world's challenges.

As we advance our customers' goals and our own, we look forward to demonstrating our commitment to sustainability by delivering our customers' vision with surfaces they love and service they can count on — from people who care.

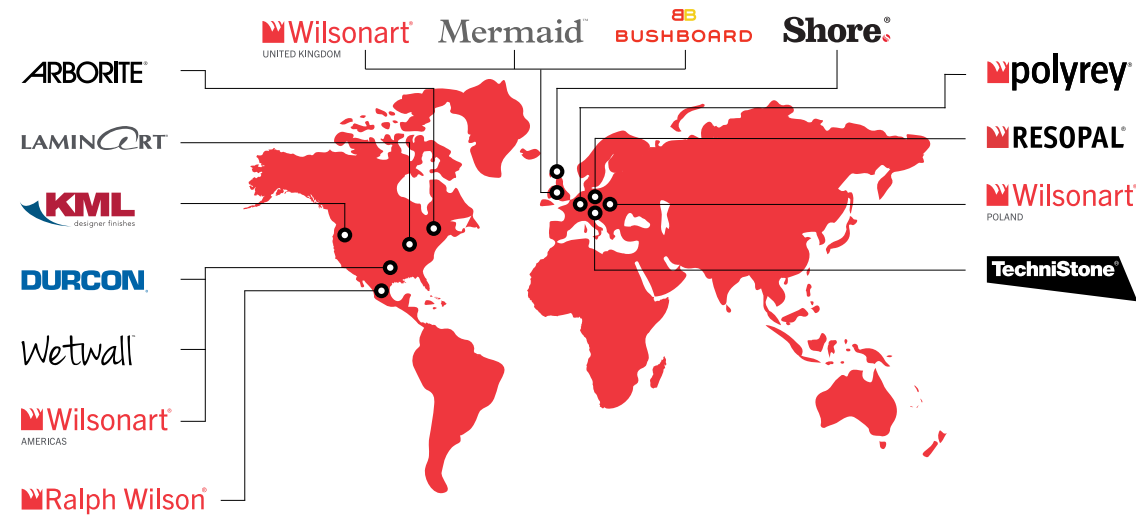
Thank you,
Andrew Korzen, President and Chief Executive Officer





About Wilsonart

Founded in 1956, Wilsonart is a world-leading engineered surfaces company driven by a mission to create surfaces people love, with service they can count on, delivered by people who care. Our company is headquartered in Austin, Texas, USA, with operations across North America and Europe. We manufacture and distribute High Pressure Laminate (HPL), Coordinating Thermally Fused Laminate (TFL) and Edgeband, Adhesives, Compact Laminate (CHPL), Composite Countertops, Quartz, Solid Surface, Epoxy, Waterproof Wall Panels, and other decorative engineered surfaces for use in the office, healthcare, retail, education, hospitality, and residential markets. Operating under Wilsonart, Arborite, Bushboard, Durcon, KML, Laminart, Mermaid, Polyrey, Ralph Wilson, Resopal, Shore, Technistone, THINSCAPE, and Wetwall brands, we continuously redefine decorative surfaces through award-winning design, finish, performance, service, and sustainability.



Wilsonart®, Arborite®, Durcon®, Laminart®, Mermaid™, Polyrey®, Ralph Wilson®, Resopal®, Shore®, SOLICOR®, Technistone®, THINSCAPE®, Traceless™, Wetwall™, Zenith® and their respective logos are trademarks or registered trademarks of Wilsonart LLC.

To learn more about our brands, please [visit our website](#).



OUR MISSION

Delivering our customer's vision through surfaces you love, with service you can count on, by people who care.



OUR VISION

Inspired by nature and drawing inspiration from around the globe, Wilsonart continuously redefines decorative surfaces globally through improved performance, award-winning designs, world-class distribution, sustainability, and service with excellence.

OUR MARKETS



YOUR VISION, delivered.

SURFACES YOU LOVE.

- The industry's largest portfolio of engineered surfaces
- The widest selection of designs and finishes
- Innovative solutions that consistently outperform competitors in sustainability, durability, and dependability
- Largest design variety of coordinated surfaces across multiple product lines

SERVICE YOU CAN COUNT ON.

- A 67+ year heritage of operational excellence with fast, reliable manufacturing
- Curated designs stocked locally and readily available
- On-demand options delivered in as little as 21 days
- Complete, correct, and on-time delivery by our company-owned fleet
- 100+ strategically located company-owned and independently operated distribution centers in U.S.
- Readily available sample and merchandising with a 48-hour turnaround

PEOPLE WHO CARE.

- The industry's largest team of responsive sales and spec reps
- Wilsonart HPL uses an average of 23% post-consumer recycled content (PCRC), which is 2X more than any other leading laminate brand
- Working toward goal of 40% PCRC in Wilsonart HPL by 2027
- In the U.S., recycled paper accounted for 36% of kraft paper purchased for Wilsonart HPL products
- A leader in sustainable manufacturing as the first to receive a Declare label in the laminate category
- First HPL manufacturer in North America to receive USDA BioBased Product Certification

At a Glance: Wilsonart Impact

Wilsonart Awards and Recognitions 2022-2023

SUSTAINABILITY

Business Intelligence Group Sustainability Leadership Award

In recognition of our eco-friendly products, processes, and overall commitment to sustainability, Wilsonart Engineered Surfaces received a 2022 Sustainability Leadership Award from the Business Intelligence Group. The award honors organizations that have made sustainability an integral part of their business practice.

Green Builder Media Sustainable Products of the Year

Wilsonart's High Pressure Laminate (HPL) Stone collection was recognized in 2022 as one of the 50 Sustainable Products of the Year by Green Builder Media. The annual list honors the building industry's most eco-friendly new products. Wilsonart's HPL Stone made the list in the Floors and Surfaces category.

Product/Design Innovation

- **Kitchen and Bath Business Readers' Choice Awards 2022**
- **Professional Builder's 2022 Top 100 Products**
- **Qualified Remodeler's 2022 and 2023 Remodelers' Choice: 100 Most Requested Products**
- **Builder and Developer 2022 and 2023 Building Products Brand Survey Winner**
- **The Good Design Awards 2023**
- **Architecture MasterPrize™ 2023**
- **Home Builder Executive Innovation Award 2023**
- **Home Builder Executive Partner of Choice Award 2023**
- **ECOVADIS Silver Medal, 2022 and 2023: Polyrey**
- **ECOVADIS Bronze Medal, 2023: Resopal**

ENVIRONMENTAL HIGHLIGHTS

90%

Wilsonart facilities in Europe burned over 90% of the manufacturing waste, converting it to heat to power the production process.

5.6m

Our Fletcher, NC facility burned over 5.6 million pounds of sander dust to generate thermal energy and divert approximately one-third of site waste from landfill.



HPL and Compact Laminate achieved Biobased certification from the U.S. Department of Agriculture.



Nearly all of the wood used in Wilsonart HPL is certified by the Forest Stewardship Council® (FSC) and/or the Programme for the Endorsement of Forest Certification (PEFC).



Our solar energy installation at our Fletcher, North Carolina facility, combined with purchased power, generated 19 million kWh of renewable energy usage in 2023.



Wilsonart locations in Europe voluntarily developed the product Environmental Passport.



Polyrey installed a new water recycling system at a facility in Ussel, France – and reduced fresh water consumption by roughly 98%.

SOCIAL IMPACT HIGHLIGHTS

38k

Collectively, our employees donated more than 38,000 volunteer hours to their communities by participating in more than 100 events in 19 countries.

\$159k+

As of April 2024, Wilsonart employees across our U.S. locations have raised \$159,400 to support local United Way chapters.



U.S. charitable partners include the United Way, Keep America Beautiful, Corporate Angel Network, Susan G. Komen, Ralph Wilson Youth Club, Ronald McDonald House Charities, American Cancer Society, Austin Angels, Habitat for Humanity, and Gateway Community.



Served employees and their families through free, onsite medical clinics at our Temple and Fletcher locations. Temple clinic staff facilitated 2,093 office visits. We expanded the Fletcher clinic to five days a week.



In Germany, the Resopal team held regular employee health days to raise awareness about specific issues, such as skin cancer prevention and maintaining a healthy back.



Wilsonart U.K. supplied products to construction projects for various charitable activities, including creating a music studio for at-risk young people in England.



Employees in Fletcher won the United Way's Premier Cornerstone Award in recognition of the highest overall employee contributions to the United Way of Henderson County's campaign.



Polyrey employees comforted women battling breast cancer by hand sewing and donating heart-shaped cushions to the local League Against Cancer.



Acting Beyond the Surface for Both Environments



At Wilsonart, we use the power of engineering to create surfaces people love – not only for the beauty they add to people’s lives, but for the assurance that every surface is made with the health and well-being of our employees, customers, and the environment in mind. We also empower our people to provide service our customers can count on, and care for each other and the communities in which we live and work.

Now in our seventh decade of operations, Wilsonart continues to grow in our understanding of the best ways to track and improve our impact.

Our Approach to Sustainability

At Wilsonart, we listen to, learn from, and act on the voices of a variety of stakeholders by focusing on product innovation, operational improvements, and people-oriented initiatives. Our governance structure provides support and stability for everything we do.



ENGAGING OUR STAKEHOLDERS

To make a lasting difference for our employees, communities, and the environment, Wilsonart cannot act alone. We value the voice of our stakeholders and work hard to incorporate what matters most into our company.

EMPLOYEES

Employees make our sustainability efforts possible. We embolden them to learn, get involved, and keep their eyes open for opportunities to improve in environmental and social matters.

SHAREHOLDERS

Shareholders value transparency on our sustainability initiatives and outcomes; we incorporate their perspectives as we continue to develop our strategies, set goals, and act on them.

SUPPLIERS

We execute best practices and conduct supply chain assessments to reduce environmental impact. We strive to work exclusively with like-minded suppliers who prioritize worker health and safety.

CUSTOMERS

We deliver customer solutions with surfaces inspired by nature. Our products reflect our commitment to ensure our environmental and social impacts protect the world in which we live and work. We believe in making responsible options that fit any space and any budget.

COMMUNITIES

Through volunteerism, financial and in-kind donations, and ongoing partnerships with nonprofits, we take action to meet deeper needs within the communities we serve.

About This Report

Wilsonart is committed to transparency in reporting our environmental and social impacts. In this report, we have disclosed our company's performance, progress, and quantitative data for fiscal years 2022 and 2023, unless otherwise noted.

Our mission, vision, and approach to environmental, social impact, and governance topics are consistent across all Wilsonart operations and locations. We have noted when specific programs, projects, and goals are related to Wilsonart facilities in North America or at one of our European locations.

In this report, we are pleased to include more information, including data and narrative stories, about the environmental and social impact of several Wilsonart locations in Europe. In future Wilsonart sustainability reports, we will disclose our activities and data as required by the Corporate Sustainability Reporting Directive, which became European Union law in January 2023. This report has been developed with reference to Global Reporting Initiative (GRI) standards.

MATERIAL PRIORITIES AT WILSONART

In 2021, Wilsonart engaged SCS Global Services to conduct a materiality assessment of our U.S.-based operations. In the process, we solicited input from Wilsonart employees, management, clients and customers, supply partners, contractors, investors, and regulatory officials.

We mapped the material topics by stakeholder priority in alignment with the GRI Materiality Principle and determined our top six material issues: emissions, supplier environmental assessment, water, waste, energy, and materials (post-consumer recycled content).

Since our last sustainability report, published in July 2022, these six material priorities remain paramount to our business. As Wilsonart progresses in our sustainability work, we advance the United Nations Sustainable Development Goals (UNSDGs).

Specifically, our work contributes to:



SDG 3
Good Health and Well-being



SDG 12
Responsible Consumption



SDG 11
Sustainable Cities and Communities



SDG 13
Climate Action



Environmental Impact

The Wilsonart mission of Your Vision, Delivered begins with our pledge to create Surfaces People Love. We have worked to serve our customers for decades, and we know that they want beautiful products that are free of harmful materials and made with respect for the environment. Further, our employees and our supply partners want to work with a company that consistently improves its sustainability efforts.

In 2022, Wilsonart became the first company to receive a Declare label in the laminate category from the International Living Future Institute.

Through our Declare labels and other sustainability certifications, Wilsonart demonstrates that we are partners with our stakeholders in pursuing these goals. For a product to achieve a Declare label, we must disclose its material and chemical inputs, and we have done so down to 100 parts per million. Today we continue to expand our list of products that earn industry certifications for transparency, health, and sustainability.

65-70%

Wilsonart HPL is 65-70% biobased materials. Nearly all of the wood used in U.S. operations is certified by the Forest Stewardship Council (FSC). In Europe, the wood is certified by the Programme for the Endorsement of Forest Certification (PEFC).

The Sustainability of
HIGH PRESSURE LAMINATE
(HPL) PRODUCT DESIGN

36%

In the U.S., recycled paper accounted for 36% of kraft paper purchased for Wilsonart HPL products.

23%

Wilsonart® HPL uses an average of 23% post-consumer recycled content (PCRC), which is 2X more than any other leading laminate brand.²

Gold

HPL is UL GREENGUARD Gold certified for low chemical emission, allowing for safe use in indoor environments, including schools and hospitals.

8.9m

The amount of PCR content we've diverted from the landfill since 2000 has saved the equivalent of nearly 8.9 million trees¹ – **enough to fill a forest larger than Chicago.**

¹1 million trees = 20,000 acres of forest. The Environmentor, <https://blog.tentree.com/this-is-the-impact-of-1-million-trees>

²United States calculation

Earning Our Product Declare Labels .

Wilsonart is the first company to receive a Declare label in the laminate category from the International Living Future Institute (ILFI). Since then, several Wilsonart products earned Living Building Challenge (LBC) Red List Approved and Red List Free Declare labels.

The ILFI defines the Red List as a “list of chemicals representing the ‘worst in class’ substances prevalent in the building industry that pose serious risks to human health and the environment.

For products to be Red List Approved, manufacturers must disclose a minimum of 99% of ingredients present in the final product and meet the LBC Red List Imperative requirements through one or more approved exceptions.

Wilsonart Red List Approved Products

High Pressure Laminate / SOLICOR Laminate / Compact Laminate – Classic Grade / SOLICOR Compact / Traceless / THINSCAPE

Two Wilsonart products earned Red List Free status. For this label, manufacturers must disclose 100% of ingredients present at or above 100 ppm (0.01%) in the product and they cannot contain any Red List chemicals.

Wilsonart Red List Free Products

Quartz / Solid Surface

Expanding Our Declare Label Products

For the design and building industry, Declare labels act as a nutrition label that discloses every ingredient in a product. The program is run by the International Living Future Institute (ILFI). In addition to analyzing products, the organization also hosts a searchable database of products that carry the Declare label, helping designers and builders confirm products that meet the foremost green building standards, including the Living Building Challenge, Core Green Building, Leadership in Energy and Environmental Design (LEED), and WELL Certifications.

Since Wilsonart earned product Declare labels for our High Pressure Laminate (HPL), Compact Laminate, and Quartz products, we continue to expand Declare certifications to additional offerings. As part of the Declare process, several of our products have also been confirmed to be Living Building Challenge Red List Approved, meaning we have disclosed at least 99% of the ingredients in the products and they do not contain substantial amounts of chemicals or materials that pose risk to human health or the environment. The Wilsonart Red List Approved products include our HPL, CHPL, SOLICOR Laminate, SOLICOR Compact, Traceless, and THINSCAPE Performance Tops.

Additionally, our Quartz and Solid Surface hard surface products carry Red List Free Declare labels, meaning we have disclosed 100% of the ingredients in the products and they do not contain any Red List ingredients.

OUR NEW USDA BIOBASED PRODUCT CERTIFICATION

As of January 2024, Wilsonart HPL and Compact Laminate products will carry the Biobased Product Label from the U.S. Department of Agriculture (USDA). This label certifies that at least 70% of a product is biobased, meaning the content is from plants or other renewable agriculture, marine or forestry material. The USDA created this voluntary program to showcase products that “provide an alternative to conventional petroleum-derived products.” This certification pertains to Wilsonart products only in the U.S.

Comparing Countertop Materials *through* Environmental Product Declarations (EPDs)

An Environmental Product Declaration (EPD) is a statement of a product's environmental performance from design to end-of-life. The data used for EPDs is objective, transparent, and able to be verified by a third-party. The groundwork behind every EPD is a life cycle analysis (LCA) that studies the product's impact at every stage, from resource extraction, design and manufacturing, transport and delivery to usage and end-of-life.


In 2023, in a first-of-its-kind study, we worked with an independent consulting firm, Sphera Solutions, to compare pre-existing, publicly available EPDs that were developed to conform to ISO 14044. The goal of this work was to understand the sustainability of Wilsonart HPL countertops versus industry averages as well as competing solid surface, quartz, and granite countertops produced in the United States. Not only did the work result in data we can share with buyers across Wilsonart's markets, but we now also have important information for internal decision making. The study was verified by Aspire Sustainability, a third-party reviewer.

Based on Wilsonart stakeholders' concerns, we selected five categories for cradle-to-grave comparison: Global Warming Potential (GWP), Primary Energy Demand (PED), Fresh Water Consumption (FWC), Hazardous Waste Disposed (HWD), and Non-hazardous Waste Disposed (NHWD).

To best understand the results of this study, it's helpful to remember that wood stores carbon. At Wilsonart, our HPL products are made of up to 70% wood, and carbon is stored within this material. As a result, our bonded HPL panels register a negative Global Warming Potential (GWP).

Even after accounting for the entire life cycle of these Wilsonart products, from cradle-to-grave, they are carbon negative due to being primarily made of wood.¹ This composition results in our bonded HPL panels storing one-third of the carbon that granite requires.




HPL PANELS &
COUNTERTOPS ARE
**Carbon
Negative**

¹This study reviewed Wilsonart products made in the U.S. only.

Achieving Product Transparency Across Our Global Portfolio

Transparency is an integral part of Wilsonart's environmental commitment. Wilsonart locations in Europe operate under a Programme for the Endorsement of Forest Certification (PEFC) chain of custody certification, confirming that the products are sourced from sustainably managed forests. Wilsonart U.K. products also carry a Forest Stewardship Council (FSC) certification, noting resources that come from a mix of FSC-certified forests, recycled materials, and/or FSC-controlled wood. FSC-controlled wood is not FSC certified, but it is confirmed by the Council to be from an acceptable source.

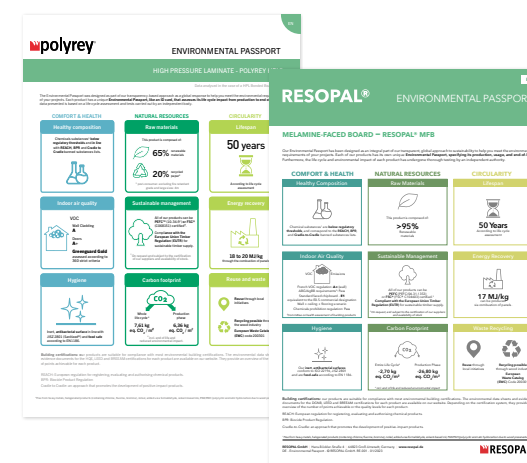
In the U.K., our worktop products received FIRA Gold Certification, an achievement recognized in the furniture industry for compliance with relevant legislation and the highest standards in product and material quality.

Wilsonart's Polyrey brand in France and our Resopal brand in Germany provide environmental building data sheets for a variety of products to help designers and builders meet environmental building certification standards. These standards include the leading certifications in sustainability for the built environment:

- Leadership in Energy and Environmental Design (LEED)
- Building Research Establishment Environmental Assessment Methodology (BREEAM)
- The German Sustainable Building Council (DGNB)
- The Haute Qualité Environnementale (HQE) in France

THE ENVIRONMENTAL PASSPORT IN EUROPE

Our customers around the world want to know everything that goes into our products as well as how we manufacture them. In response to the interest in sustainability, the Wilsonart brands, Polyrey and Resopal, in Europe led the way and voluntarily developed an easy-to-read product guide called the Environmental Passport. The guide gives customers the information they need to understand the life cycle analysis of Melamine-Faced Board, HPL, and Compact Laminate.



The Environmental Passport summarizes a product's environmental performance in three categories:

- 1 Comfort and Health: product composition, indoor air quality rating, chemical compliance, and hygiene information such as antibacterial properties;
- 2 Natural Resources: raw materials, biobased and recycled content, wood chain of custody, and product carbon footprint;
- 3 And Circularity: product lifespan, energy recovery, reuse and waste.



A FOCUS ON INDOOR AIR QUALITY

Wilsonart's global portfolio of engineered surfaces fulfills the strongest indoor air quality regulations. Our products are certified UL GREENGUARD or GREENGUARD Gold, noting the gold standard for low chemical emissions. Polyrey products are A/A+ rated in France, the best score possible in relation to Volatile Organic Compounds (VOC) emissions.

In Germany, Resopal products achieve the highest standard on VOC emissions and are listed by the Sentinel Holding Institute for healthy living at home. The brand's bonded boards and worktops have also been tested according to DE-UZ 76 (Blauer Engel), as well as AgBb, and fulfill the requirements of low-emission panel materials for interior construction. Resopal was also the first laminate company to earn an ECARF label, a certification noting allergy-friendly products.

Additionally, Resopal and Polyrey products meet the standards for formaldehyde emission (E1/E0,5 equivalence).



Operational Sustainability

Wilsonart is proud of the products we create – and how we create them. For us, sustainability is not an add-on at the end of the production process. We continually work to embed greater efficiency, renewable energy, and reduced waste throughout our operations.

REDUCING GHG EMISSIONS

From 2021 to 2023, Wilsonart reduced operational Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 4% through more efficient use of electricity and natural gas.

Our European locations comply with ISO 50001, an international standard for energy management systems that drives greater efficiency. As a result, several locations have invested in technologies that increase efficiency and decrease the overall consumption of energy in the plants.

In 2023, our Technistone brand obtained ISO14001 certification. This certification commits the company to implementing an effective environmental management system, which includes reducing its environmental impact, complying with relevant environmental legislation, and continually improving its environmental performance.

WILSONART PALLET RETURN PROGRAMS

Several Wilsonart locations have implemented pallet return programs in collaboration with our customers. These small efforts add up: In 2023 in the U.K., approximately 17,600 pallets were returned and reused in product deliveries. This amounted to nearly 16 million pounds (723,270 kgs converted to 15,945,374 lbs.) of material that previously would have been disposed of in a landfill.

In the United States, in our Temple facility alone, our teams repaired 2,946 pallets and our customers returned 5,701 of them for reuse in 2022. We expanded this program the following year, when we repaired 3,687 pallets and collected 6,920 from our customers to use again.

Our pallet return programs reduce our company's need to purchase new pallets, lessening the extraction of natural resources.



FROM WASTE TO THERMAL ENERGY

As part of the manufacturing process, Wilsonart sands the back of our laminate products to create a smooth finish. The resulting sander dust may seem insignificant; yet at the volume we produce, the dust becomes a substantial waste by-product.

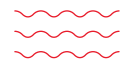
For the past several years, Wilsonart has been incinerating sander dust to create energy at several of our manufacturing facilities. At our Fletcher facility in 2023, we burned over 5.6 million pounds of sander dust and converted it to thermal energy to heat the plant. This activity diverted about one third of our waste material from the landfill. Based on the program's success, we are expanding sander dust incineration to our plant in Temple in 2024.



SOLAR-POWERED OPERATIONS IN FLETCHER, NORTH CAROLINA

Since 2015, Wilsonart has powered a substantial portion of our Fletcher facility through our company-owned solar panel field. In 2023, our solar resources generated 1,000 MWh of electricity – enough to power approximately 400-1000 homes per year, depending on demand.





POLYREY INNOVATION IN WATER RECYCLING

For many years, our Polyrey facility in Ussel, France drew water from La Sarsonne, a nearby river, to cool the presses in the manufacturing process. Afterwards, the water was returned to the river at a higher temperature.

As the summers in the region started to become hotter and drier, however, the river levels began to lower. Polyrey engineers understood that they needed to change course, both for the environment and the manufacturing process. The facility needed to significantly drop its water usage and stop returning warm water to the river. They had to find a new water source for cooling the presses.

Our team at Polyrey met the challenge. The company invested in a new cooling system that recycles the water it draws from the river, drastically reducing its freshwater consumption. Additionally, warm water is no longer being returned to La Sarsonne.

The water usage data from this facility shows tremendous success. Previously, Polyrey drew approximately 1.4 million cubic meters of water from the river annually. Today, with the new water recycling system in place, the facility draws only 24,000 cubic meters of water from the river every year – a 98% drop!



WILSONART ADHESIVE CANISTER AND TOTE RETURN

Wilsonart Adhesives have held projects together for over 50 years with superior performance. Our portfolio includes contact Wilsonart Adhesives, PVA, solvent, cleaner, and premium sealants that provide a lasting water-resistant seal. Behind the scenes, our adhesives come in large canisters of either 140 pounds or 300 pounds or in large stainless-steel square totes. Through working with our supplier, we return and reuse 100% of the 300-pound canisters as well as the stainless-steel totes. We return and reuse 94% of the 140-pound canisters.



LEADING THE INDUSTRY RESPONSE TO EPA BAN ON METHYLENE CHLORIDE

Following a landmark decision by the U.S. Environmental Protection Agency (EPA) to ban most uses of methylene chloride due to health risks, Wilsonart was able to offer customers our Nonflammable NF700, NF740 Aerosol & Canister series and NF940 Bulk Contact Adhesive series. In anticipation of this ban, we developed the line in 2018 as an alternative to conventional adhesives containing methylene chloride. The nonflammable contact adhesives offer unparalleled safety and performance for the industry.

The EPA's 2024 ban on methylene chloride addresses the severe health risks associated with the chemical, including various forms of cancer, neurotoxicity, and even death. With the ban set to phase out consumer and industrial uses of methylene chloride within two years, we recognized the need to offer adhesive alternatives to fabricators and commercial architect & design specifiers that will help them comply with health and safety regulations.

Wilsonart's NF700, NF740, and NF940 series are formulated with a nonflammable propellant and do not contain methylene chloride or n-propyl bromide, making them the ideal choice for laminating applications.

WORKING WITH OUR SUPPLY PARTNERS

At Wilsonart, we continually discuss sustainability topics with all our suppliers. Looking to the future, we will review life cycle analysis information for all the specific raw materials in our products to keep our environmental product declarations updated with the latest information.

In the U.S., we are developing our Supplier Code of Conduct, which will outline Wilsonart's high standards for labor practices, environmental policies, and ethics compliance, among other topics. We anticipate implementing the Supplier Code of Conduct in late 2024.

These documents and practices in Europe have been in place for many years.



Social Impact



PEOPLE WHO CARE

At Wilsonart, our culture is integrated into our company mission: To create surfaces people love, with service they can count on, delivered by people who care. As we live our mission every day, we start by caring for one another, our customers, our partners, and the communities where we work and live. Our communities stretch from North America to Europe, from urban areas to rural regions. Yet, while the geography may differ, we remain connected as one team with one purpose through the Wilsonart culture of caring.

“Teamwork, innovation, growth, and challenge – that’s what it means to me to be a part of the Wilsonart team.”

– ABYGAIL ISRAEL,
PRODUCT QUALITY SUPERVISOR



Employees

Wilsonart conducts annual employee opinion surveys at our U.S. locations to track progress and improvement. By using a consistent format, we can compare results year-over-year. We continually review employee feedback from these surveys to develop new programs, both within the company and with our community partners.



Inclusion & Engagement

People from all walks of life come to work at Wilsonart, and we believe that people's varied life experiences contribute to making our company a great place to work. We work to ensure that everyone who works at Wilsonart feels welcome to show up every day authentically and with respect and dignity for their colleagues. Across all Wilsonart locations, we honor the rich and varied backgrounds of our employees.

OUR PRINCIPLES

- We believe in fostering a workforce of **dedicated people who care about doing the right thing**, every day.
- We believe in serving as a positive force for equality in our **communities**.
- We **embrace each other's differences**. We do not tolerate hatred, racism, or social injustice in our company, no matter how small the infraction.
- We believe all our employees should have an **equal opportunity** for development, reward, and advancement based on individual capabilities and performance.
- We believe in demonstrating **empathy** by ensuring everyone's voice and feelings are heard.
- We believe we should all be able to bring our best selves to work and achieve our **potential**.





U.S. EMPLOYEE REPRESENTATION

ETHNIC DIVERSITY OVERALL 42%

Executive/Senior-Level Officers and Managers 33%

First/Mid-Level Officials and Managers 22%

Professionals 24%

Administrative Support Workers 36%

Manufacturing 47%

WOMEN IN WILSONART 21%

Executive/Senior-Level Officers and Managers 30%

First/Mid-Level Officials and Managers 18%

Professionals 45%

Administrative Support Workers 46%

Manufacturing 14%



DAYS OF UNDERSTANDING

Since 2020, Wilsonart U.S. has hosted Days of Understanding, designed to explore issues like the LGBTQIA+ experience, veterans' experiences, mental health, neurodivergence, Black History Month, and Women in Manufacturing. Each session features discussions facilitated by Potentia and Reboot Accel, with a speaker — often a Wilsonart employee — providing an overview of available resources to support people on the topic of the day. Event recordings are available afterwards.

"I was both thrilled and humbled to share with the Wilsonart team my family's journey with my neurodivergent son through his childhood and now into his young adult work life. I was given the chance to encourage so many of my coworkers who are also on the journey with a loved one. I also shared with all of Wilsonart how I, as a father, would want his coworkers to treat him, both using his unique skillsets to contribute to company goals, accept him as an equal, and have grace with him when he struggles."

— KELLEY HOBBS,
DIRECTOR, PRODUCT MANAGEMENT, QUARTZ



CELEBRATING OUR INDIVIDUALITY

At Wilsonart, we are more than a surfaces company. We put people at the heart of everything we do. That is why we embrace a diversity of backgrounds and experiences. We are a mosaic of talents. A collection of passions. And a gathering of ideas. It is our unique differences that create our strength; therefore, we support and celebrate them. Wilsonart is committed to a culture where everyone belongs.

“Inclusion and Engagement is about an environment that respects everybody as a unique and individual person and provides equal access to opportunities.”

**– BJORN BUNDSCHUH,
SITE LEADER RESOPAL**



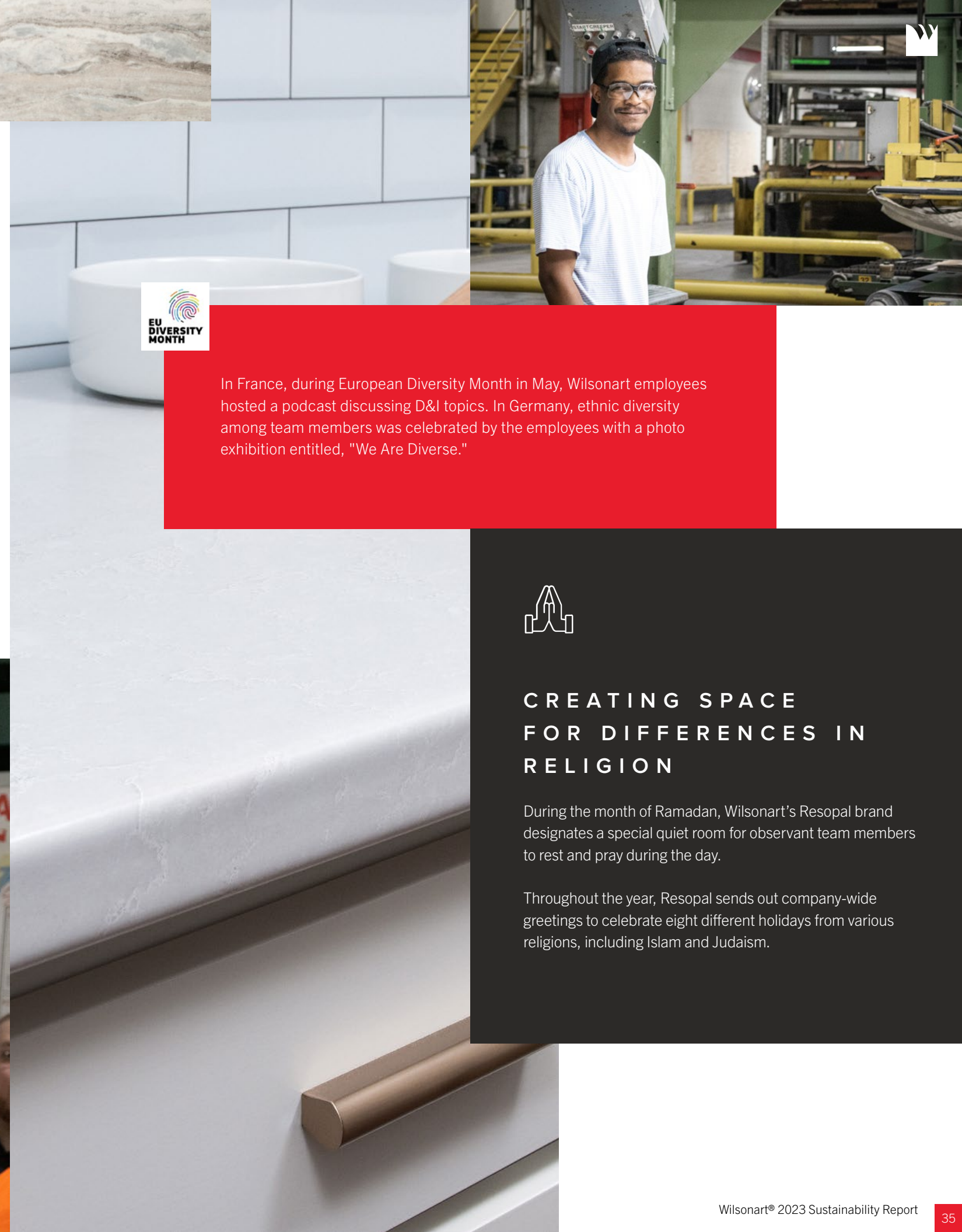
In France, during European Diversity Month in May, Wilsonart employees hosted a podcast discussing D&I topics. In Germany, ethnic diversity among team members was celebrated by the employees with a photo exhibition entitled, "We Are Diverse."



CREATING SPACE FOR DIFFERENCES IN RELIGION

During the month of Ramadan, Wilsonart's Resopal brand designates a special quiet room for observant team members to rest and pray during the day.

Throughout the year, Resopal sends out company-wide greetings to celebrate eight different holidays from various religions, including Islam and Judaism.





EMPLOYEE RESOURCE GROUPS

In the U.S., Wilsonart employees support one another through Employee Resource Groups. We have a long-standing group for women, the Women of Wilsonart (WoW), that provides an internal network for mentoring and career guidance.

Formed in 2023, our Veterans Resource Network offers veterans at Wilsonart a community of like-minded people and various means of support. In the coming years, the Veterans Resource Group plans to assist veterans outside of the workplace and in local communities.

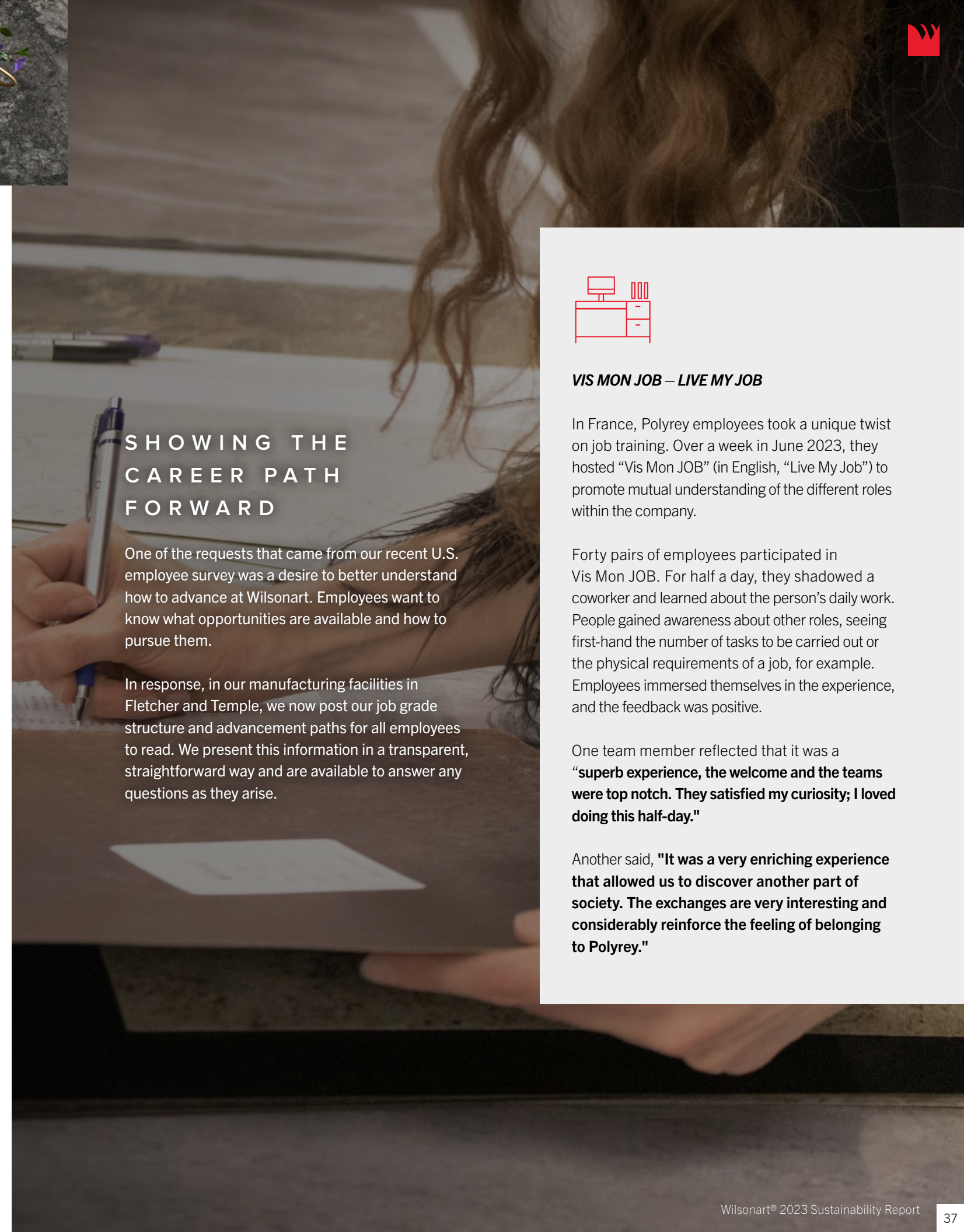
HIRING AND ONBOARDING

To recruit skilled and talented people from a wide range of life experiences, we post job opportunities on over a dozen job boards that serve a diverse spectrum of candidates. We also share Wilsonart job openings with local workforce solutions, organizations that help people prepare to enter the workforce.

Oftentimes our job posts receive a veteran's hold, meaning that veterans get the first look at the opening for one week before non-veterans can apply.

Since our last sustainability report, Wilsonart has revamped our new hire onboarding program. At our locations in the United States and Europe, all new employees receive:

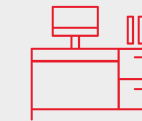
- A full day of orientation to learn about everything from Wilsonart products to employee benefits, D&I, career advancement possibilities and more;
- An onboarding buddy, who serves as a resource for any questions from a new employee;
- And a survey via text to evaluate the onboarding experience. This gives us the opportunity to address any issues that occurred during onboarding and welcome new employees one more time.



SHOWING THE CAREER PATH FORWARD

One of the requests that came from our recent U.S. employee survey was a desire to better understand how to advance at Wilsonart. Employees want to know what opportunities are available and how to pursue them.

In response, in our manufacturing facilities in Fletcher and Temple, we now post our job grade structure and advancement paths for all employees to read. We present this information in a transparent, straightforward way and are available to answer any questions as they arise.



VIS MON JOB – LIVE MY JOB

In France, Polyrey employees took a unique twist on job training. Over a week in June 2023, they hosted "Vis Mon JOB" (in English, "Live My Job") to promote mutual understanding of the different roles within the company.

Forty pairs of employees participated in Vis Mon JOB. For half a day, they shadowed a coworker and learned about the person's daily work. People gained awareness about other roles, seeing first-hand the number of tasks to be carried out or the physical requirements of a job, for example. Employees immersed themselves in the experience, and the feedback was positive.

One team member reflected that it was a **"superb experience, the welcome and the teams were top notch. They satisfied my curiosity; I loved doing this half-day."**

Another said, **"It was a very enriching experience that allowed us to discover another part of society. The exchanges are very interesting and considerably reinforce the feeling of belonging to Polyrey."**

Benefits to Support Employees

TOTAL WELL-BEING U.S. EMPLOYEE BENEFITS

Wilsonart provides a strong portfolio of benefits to address the needs of our employees and their families. We offer competitive compensation with medical, dental, and vision insurance as well as paid holidays, vacation days, and paid time off.

CREATING INCENTIVES FOR BETTER HEALTH

In 2023, Wilsonart introduced a wellness platform, through which team members can earn points for healthy activities such as working out, eating well, and drinking water. Best yet, the points add up to create discounts on medical premiums – up to \$600 a year. The points can also go towards up to \$160 in gift cards at popular retail stores.

FREE ONSITE HEALTH CLINICS FOR EMPLOYEES AND FAMILIES

Wilsonart offers onsite health clinics for employees and their families at our Temple and Fletcher locations. The two clinics are much like a walk-in “minute clinic” where employees and families can walk in and visit with a medical professional. All services are free, and the staff can typically handle anything a primary care physician would address. Employees use the onsite clinics for their children’s back-to-school physicals, immunizations, and other preventative measures.

Over 2023 at our Temple medical clinic, employees and their families made 2,903 visits to the doctor. The clinic in Fletcher is also seeing strong demand, and it is now open five days a week.



PROGRAMS TO ADDRESS SPECIFIC EMPLOYEE HEALTH ISSUES

While the free onsite medical clinics can address general health issues, sometimes employees need more specific help for their health. With this in mind, Wilsonart offers several standalone programs to address acute health issues, including diabetes, high blood pressure, and muscular skeletal problems. These programs are free for employees and include assistance from a third-party health partner.

ADVANCING EDUCATIONAL OPPORTUNITIES

Through the Wilsonart benefits program, employees are eligible for tuition reimbursement for up to \$5,250 per year. We also offer up to \$3,600 in reimbursement for educational classes taken by employee dependents.

SUPPORTING FINANCIAL FUTURES

In addition to promoting better health among our employees, we’re also committed to strengthening their financial stability. At Wilsonart, all U.S. employees benefit from a highly competitive 401(k) match, which accelerates the growth of their retirement investments. Furthermore, in 2023, we introduced one-on-one financial counseling services through our 401(k) retirement administrator. To date, around 120 employees have utilized this benefit.





HEALTH DAYS AT RESOPAL IN GERMANY

In Germany, the Resopal team holds regular employee health days to raise awareness about specific issues, such as skin cancer prevention and maintaining a healthy back. The half-day events feature presentations from medical professionals, workshops, and training sessions. Resopal also staffs a company doctor who helps employees monitor health issues with regular consultation hours and workplace inspections.

EMPLOYEE SAFETY IS PRIORITY #1

At every Wilsonart location globally, employee safety is priority number one. In fact, the executive leadership team begins every weekly meeting with a review of any injuries recorded to ensure an accident does not happen again.

Most importantly, every Wilsonart employee plays an essential role in eliminating injuries on the job. We work to get ahead of hazardous situations and prevent injuries through our Hazard ID program. Employees notify facility management about potentially hazardous situations and submit near-miss injury reports.

At our Temple and Fletcher locations in the U.S., Wilsonart conducts annual, full day safety fairs with local vendors to promote safety awareness. These facilities also run quarterly safety campaigns with prizes and giveaways as promotional rewards for participation.

In 2023, Wilsonart team members in Texas and North Carolina identified over 12,000 potentially hazardous circumstances before someone was hurt.

Employees also run safety committees at every Wilsonart facility. These committees meet weekly to review current procedures, identify risks, and reward proactive safety behaviors.

If someone is injured despite these efforts, we share exactly what happened, step by step, with all employees at our facilities and warehouses, and with senior leadership. We want everyone to learn from any mistakes to ensure they do not happen again.

The leaders at the Wilsonart locations in France, Germany and the U.K. also begin their weekly operations management call with a review of weekly safety numbers, including a report on any near-miss incidents. Employees think of safety first in their work every day – this is integral to our company culture across the globe.



Supporting Our Local Communities Around the World

Wilsonart fosters organization-wide community involvement through in-kind and financial donations, employee volunteer days, and more. Our enduring partnerships with reputable non-profits and service-based groups allow us to extend our commitment to service while strengthening neighborhoods, fostering a healthier environment, and providing support to those in need.

We believe it's our responsibility and privilege to help make our local communities better places to live and grow.

Our partners include United Way, Keep America Beautiful, Corporate Angel Network, Susan G. Komen, Ralph Wilson Youth Club, Ronald McDonald House Charities, American Cancer Society, Austin Angels, Habitat for Humanity, and Gateway Community.



ACTS OF KINDNESS FOR WOMEN FIGHTING BREAST CANCER

In France, Polyrey employees found a special way to comfort women in the region who are battling breast cancer. They volunteered hours to hand sew heart-shaped cushions and then donated their creations to the local League Against Cancer.



FLETCHER WINS UNITED WAY PREMIER CORNERSTONE AWARD

In 2022, employees at our Fletcher manufacturing facility won the United Way's Premier Cornerstone Award. This award recognized Wilsonart as the company with the highest overall employee contributions to the United Way of Henderson County's 2022 Campaign.

As of April 2024, the Wilsonart team at Fletcher has raised \$71,678 for the United Way. Plus, when we account for all the pledges from our other U.S. locations, we have reached a grand total of \$159,393 to date. We intend to keep this relationship going strong for a long time to come.





THE IIDA WILSONART STUDENT ESSAY COMPETITION

Wilsonart products are purchased and used by interior designers across the globe. Many designers belong to the International Interior Design Association (IIDA), which offers many programs to support its 15,000+ members in 58 countries, including a mentoring program where students learn about careers in interior design. They are given the opportunity to shadow a professional designer at work and learn about the role first-hand.

As part of the mentoring program, Wilsonart sponsors an annual essay contest about the experience with the chance for one student to win a \$1,000 prize. In 2023, Emily Roberts, from Ensign College in Salt Lake City, won the IIDA Wilsonart Student Essay Competition for her essay “describing the new mindset that she learned from her mentor — one of design as a form of communication, and an act of service, sustainability, and support.”



IN-KIND DONATIONS TO SUPPORT COMMUNITY PROJECTS

- Wilsonart U.K. supplied products to The Compound Wellingborough, an organization with the mission, “To give young people opportunities to better themselves and build positivity amongst the next generation, keeping them away from gangs, crime, and social exclusion, so they can build better futures for themselves.” The Compound Wellingborough used Wilsonart’s products in building a music studio for local young people.
- Wilsonart donated Zenith worktops to the House of Books and Friends in Manchester. This community project works to combat loneliness and bring people together.
- The Band of Builders Partnership is a volunteer group of tradespeople who renovate homes for fellow tradespeople who are facing challenging circumstances. The group began in 2016 when the founder, a builder himself, sought helpers on social media to renovate the home of a friend and colleague. Since that time, the Band of Builders has helped people across England and Wales. To support their work, Wilsonart U.K. donated 100 panels for the group to use in future projects.
- In Perth, Scotland, employees at Wilsonart’s Shore brand donated waterproof Mermaid Wall Panels to the Perth-based football club undergoing renovations.



Governance



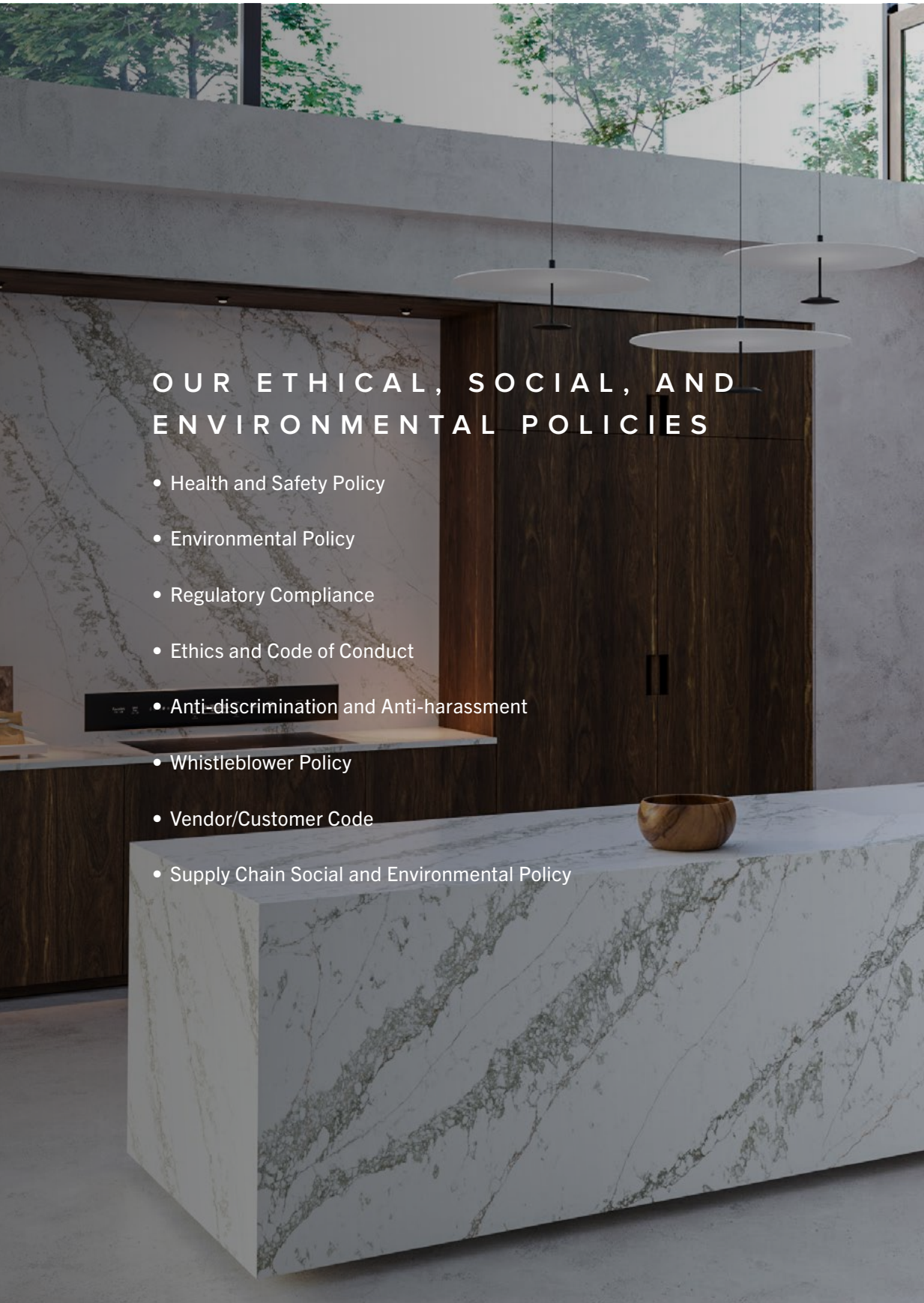
ETHICS AND CODE OF CONDUCT

Our Code of Conduct and Anti-Corruption Policy define and guide integrity, fairness, and accountability at Wilsonart. Every employee must review these documents when hired and at regular intervals during their employment.

We have zero tolerance for any unethical conduct, fraud, bribery, or corruption by employees or third-party agents. Any employee who suspects unethical conduct or policy violations can raise their concern directly with the Human Resources or Legal departments or anonymously through our EthicsPoint email and hotline.

Our whistleblower policy protects from retaliation any employee who reports misconduct in good faith.





OUR ETHICAL, SOCIAL, AND ENVIRONMENTAL POLICIES

- Health and Safety Policy
- Environmental Policy
- Regulatory Compliance
- Ethics and Code of Conduct
- Anti-discrimination and Anti-harassment
- Whistleblower Policy
- Vendor/Customer Code
- Supply Chain Social and Environmental Policy



HOW WE ENGAGE

We are committed to ethically engaging with our employees, communities, shareholders, and other stakeholders. In alignment with the policy of our owner, Clayton, Dubilier & Rice (CD&R), we engage with a range of stakeholders on key sustainability and social impact issues and foster transparency in our reporting. Wilsonart also submits comprehensive data related to these topics for Clayton, Dubilier & Rice to review on an annual basis.

We are dedicated to maintaining appropriate levels of oversight in the areas of audit, risk management, and potential conflicts of interest, and to maintaining strict policies to prohibit bribery. A best-in-class compliance monitoring and reporting system includes oversight by the Audit Committee of our Board of Directors.

We respect human rights. There are no exceptions to this. We have zero tolerance for any labor practices that discriminate against individuals, deprive them of personal freedoms, or use child labor or human trafficking. We comply with all applicable national, state, and local labor laws, including the rights of employees to engage in collective bargaining.



Setting the Vision & Example for Our Company

OUR BOARD OF DIRECTORS

Wilsonart is a Clayton, Dubilier & Rice (CD&R) portfolio company, and we are governed by a Board of Directors that includes nominees from CD&R and five independent Directors.

Our Board is collectively responsible for the leadership, control, development, and long-term success of Wilsonart. The Board monitors corporate performance, the integrity of financial information, and the effectiveness of our legal compliance and enterprise risk management programs. The Board works closely with our executive leadership team to create our company's strategic plan and review progress toward our stated goals.

OUR LEADERSHIP TEAM

The leadership team, led by Chief Executive Officer Andrew Korzen, represents functions from across our business, including product development;

marketing; sales and customer service; operations; and support functions for human resources, information technology, and others.

Together, the team provides day-to-day guidance and is responsible for executing the long-term strategy and achieving the established financial objectives. They also set an example for everyone at Wilsonart through integrity, innovation, and respect for all.

ENVIRONMENTAL AND SOCIAL OVERSIGHT

Since 2019, our ESG Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Andrew Korzen, CEO; Tim Pearson, President EMEA; Dave Rodgers, CFO; Fred King, General Counsel; Shawn Wicketts, Global VP Human Resources; and David Johnson, Global VP Operations.

The ESG Committee works closely with our Global VP Innovation & Technology, Rajesh Ramamurthy, and our Director of Sustainability, Adam Biedrzycki, who serve as the leads for our environmental sustainability initiatives. Together, they present updates on sustainability to the full leadership team during monthly meetings and quarterly to the Board of Directors.



INFORMATION AND CYBERSECURITY GOVERNANCE

Our Chief Information Security Officer, in conjunction with the Data Protection Officer, has spearheaded General Data Protection Regulation (GDPR) compliance, including the implementation of a GDPR framework with quarterly reviews and status updates.

We are in compliance with the California Consumer Privacy Act (CCPA) and Canada's Personal Information Protection and Electronic Documents Act (PIPEDA). Our third-party vendor for all online payments is compliant with the Payment Card Industry-Data Security Standards (PCI-DSS).

Wilsonart employees regularly receive training on cybersecurity topics. Our annual penetration test and vulnerability scan for Wilsonart data systems did not identify any significant gaps or weaknesses in 2023.

GRI Content Index

STATEMENT OF USE

Wilsonart has reported the information cited in this GRI content index for the period Jan. 1, 2023 - Dec. 31, 2023 with reference to the GRI Standards. In the interest of full transparency, we have provided additional appendix to share Wilsonart Environmental Data and Wilsonart Workforce Data.

GRI 1 used | GRI 1: Foundation 2023



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures 2023	2-1 Organizational details		View About Wilsonart in this report
	2-3 Reporting period, frequency, and contact point		View About This Report in this report
	2-4 Restatements of information		View About This Report in this report
	2-6 Activities, value chain, and other business relationships	As of Sept. 1, 2022, the Wurth Wood Group became the exclusive wholesale distributor for Wilsonart Engineered Surfaces in the southern Louisiana market. As of Jan. 1, 2023, Rugby ABP (Rugby Architectural Building Products) became our exclusive wholesale distributor in the New Mexico market.	
	2-7 Employees		View Inclusion & Engagement in this report and the Wilsonart Workforce Data Appendix
2-9 Governance structure and composition	Wilsonart is a Clayton, Dubilier & Rice (CD&R) portfolio company, and we are governed by a Board of Directors that includes nominees from CD&R and five independent Directors.		View Setting the Vision & Example for Our Company

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	2-10 Nomination and selection of the highest governance body		View Setting the Vision & Example for Our Company
	2-11 Chair of the highest governance body		View Setting the Vision & Example for Our Company
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Board is collectively responsible for the leadership, control, development, and long-term success of Wilsonart. The Board monitors corporate performance, the integrity of financial information, and the effectiveness of our legal compliance and enterprise risk management programs. The Board works closely with our executive leadership team to create our company's strategic plan and review progress toward our stated goals.	View Setting the Vision & Example for Our Company

GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	2-13 Delegation of responsibility for managing impacts	Since 2019, our ESG Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Andrew Korzen, CEO; Tim Pearson, President EMEA; Dave Rodgers, CFO; Fred King, General Counsel; Shawn Wicketts, Global VP Human Resources; and David Johnson, Global VP Operations.	View Setting the Vision & Example for Our Company
	2-14 Role of the highest governance body in sustainability reporting	The ESG Committee works closely with our Global VP Innovation & Technology, Rajesh Ramamurthy, and our Director of Sustainability, Adam Biedrzycki, who serve as the leads for our environmental sustainability initiatives. Together they present updates on sustainability to the full leadership team during monthly meetings and quarterly to the Board of Directors.	View Setting the Vision & Example for Our Company
	2-22 Statement on sustainable development strategy		View CEO Letter from Andrew Korzen
	2-23 Policy commitments		View our Code of Conduct policy
	2-24 Embedding policy commitments		View our Code of Conduct policy
	2-29 Approach to stakeholder engagement		View Our Approach to Sustainability in this report

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 3: Material Topics 2023	3-1 Process to determine material topics	In 2021, Wilsonart partnered with a leading third-party expert to complete a materiality assessment of ESG topics. The results of this assessment continue to guide us in taking strategic action, setting new goals, and prioritizing the disclosures that are most meaningful to our stakeholders. This 2021 benchmarking exercise provided an initial set of 30 material disclosures, which we mapped to GRI disclosures.	View Our Approach to Sustainability
	3-2 List of material topics		View Material Priorities at Wilsonart in this report
	3-3 Management of material topics		View Environmental Impact and Wilsonart Environmental Data Appendix
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans		View Benefits to Support Employees in this report
	205-2 Communication and training about anti-corruption policies and procedures		View Our Anti-Corruption Policy
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		View Our Ethical, Social and Environmental Policies



GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	301-2 Recycled input materials used		U.S. data available: recycled paper accounted for 36% of kraft paper purchased for Wilsonart HPL products; Wilsonart HPL uses an average of 23% post-consumer recycled content.
GRI 302: Energy 2016	302-1 Energy consumption within the organization		View Wilsonart Environmental Data Appendix
GRI 303: Water and Effluents 2018	303-3 Water withdrawal		View Wilsonart Environmental Data Appendix
	303-4 Water discharge		View Wilsonart Environmental Data Appendix
	303-5 Water consumption		View Wilsonart Environmental Data Appendix
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		View Wilsonart Environmental Data Appendix
	305-2 Energy indirect (Scope 2) GHG emissions		View Wilsonart Environmental Data Appendix
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOx and SOx are tracked.	

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		View Wilsonart Environmental Data Appendix
	306-2 Management of significant waste-related impacts		View Wilsonart Environmental Data Appendix
	306-4 Waste diverted from disposal		View Wilsonart Environmental Data Appendix
	306-5 Waste directed to disposal		View Wilsonart Environmental Data Appendix
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	We perform biannual ISO audits on our health and safety management systems to ensure compliance with ISO 45001:2018 standards.
	403-2 Hazard identification, risk assessment, and incident investigation	Facility management teams review leading and lagging safety key performance indicators daily, weekly, and monthly to prevent any unsafe conditions from being missed. By staying up to date on safety metrics like concern reports, hazard identification, stop work events, and near misses, we can identify and correct hazards before they lead to injuries.	View Employee Safety Is Priority #1 in this report

GRI Content Index

(CONTINUED)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	403-4 Worker participation, consultation, and communication on occupational health and safety		View Employee Safety Is Priority #1 in this report
	403-5 Worker training on occupational health and safety	Our onboarding program introduces new employees to our culture and our safety and compliance practices. Through a four-part process, new team members learn about Wilsonart policies and employee benefits, plant safety, department specific safety, and department specific operations.	View Hiring and Onboarding in this report
	403-6 Promotion of worker health	Physical well-being is one important part of our employees' health. Through our Total Well-Being strategy, we provide resources and initiatives that go beyond the physical to empower employees to care for themselves and their families in a holistic way.	View Benefits to Support Employees in this report

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	403-8 Workers covered by an occupational health and safety management system	We maintain ISO 45001:2018 certification for our occupational health and safety management system across all our sites	
	403-9 Work-related injuries		View Wilsonart Workforce Data Appendix
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	We provide opportunities for employees to grow and develop through: Promotions and transfers, coaching and mentoring, educational reimbursement, and training and development, including leadership, safety, compliance, D&I, and technical and job-specific topics.	View Benefits to Support Employees in this report
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		View Achieving Product Transparency in Our Global Portfolio in this report
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		View Achieving Product Transparency in Our Global Portfolio in this report
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We seek third-party certification across a range of issues related to environmental and human health. Certifications related to IAQ, recycled content, and sustainably sourced forest products, plus our EPDs and Health Product Declarations (HPDs) can be easily accessed on our website.	View Achieving Product Transparency in Our Global Portfolio in this report

Environmental Data Appendix

	UNITS	YEAR 2022	YEAR 2023	% DIFFERENCE
Global Scope 1 GHG	mtCO2e	113,590	112,617	-1%
Scope 2 GHG (market - RECs)	mtCO2e	51,940	51,469	-1%
Total energy	kWh	826,186,112	818,217,902	-1%
Renewable energy	kWh	18,416,000	19,080,389	4%

WILSONART ESG GOALS UPDATE

WILSONART ESG GOALS UPDATE	UNITS	YEAR 2021	YEAR 2023	% DIFFERENCE
U.S. - TRIR	%	1.01%	1.6%	58%
U.S. - Landfill to production weight ratio	%	13.8%	12%	-13%
U.S. - Manufacturing waste recycled	metric tons	4,419	4,323	-2%
U.S. - Manufacturing waste landfill	metric tons	9,832	8,435	-14%
U.S. - PCRC %	%	23%	23%	-0%
HPL EPD cradle to grave complete	yes/no	No	Yes	n/a
Manufacturing waste landfill & recycled	metric tons	14,251	12,758	-10.5%

2023 WATER AND WASTE DATA - REGIONAL

	U.S.	GERMANY	FRANCE
Water usage (gallons)	140,417,429	14,252,353	5,920,250
Waste (metric tons)	30,661	4,184	3,980
Waste to landfill	23,794	1,769	405
Waste - recycling (metric tons)	6,470	1,580	451

	U.K.	CZECHIA AND SLOVAKIA	POLAND
Water usage (gallons)	4,677,313	6,930,818	337,451
Waste (metric tons)	2,303	20,918	208
Waste to landfill	1,164	16,839	208
Waste - recycling (metric tons)	36	4,041	0

Environmental Data Appendix

(CONTINUED)

WATER AND WASTE DATA - ALL COMPANY

	UNITS	YEAR 2022	YEAR 2023	% DIFFERENCE
Total waste	metric tons	91,732	62,253	-32%
Hazardous waste	metric tons	5,299	5612	6%
Recycled waste	metric tons	14,940	12,578	-16%
Water	megaliters	849	855	1%

2023 USAGE METRICS

	U.S.	GERMANY	FRANCE
Energy usage (kWh)	571,297,127	67,723,050	146,167,437
Electricity from grid	105,525,015	14,665,281	24,378,405
Solar / renewable energy (kWh)	19,080,389		
GHG Electric	34,171	5,360	1,643
GHG Natural Gas	68,836	6,540	16,669
GHG Diesel	13,323	44	239
GHG Other	3,688	316	264

2023 USAGE METRICS (CONTINUED)

	U.K.	CZECHIA AND SLOVAKIA	POLAND
Energy usage (kWh)	16,317,160	14,479,921	1,488,070
Electricity from grid	7,222,097	10,533,176	709,317
Solar /renewable energy (kWh)			
GHG Electric	1,624	8,049	622
GHG Natural Gas	447	691	69
GHG Diesel	1,159	27	83
GHG Other	211		13

	U.S.	GERMANY	FRANCE
GHG Scope 1	85,847	6,900	17,172
GHG Scope 2	34,171	5,360	1,643

	U.K.	CZECHIA AND SLOVAKIA	POLAND
GHG Scope 1	1,817	717	165
GHG Scope 2	1,624	8,049	622



Workforce Data Appendix



FULL TIME EMPLOYEE STATISTICS

	UNITS	2022	2023	% DIFFERENCE
Global FTE	number	4290	4345	1%
Annual % turnover for FTEs	%	19.2%	32.4%	69%

2023 GENDER METRICS

	TECHNISTONE	U.K.	POLREY	RESOPAL	POLAND
Male	205	193	530	366	2
Female	72	54	109	102	5
Total	277	247	638	468	7

2023 EMPLOYEE DIVERSITY

	%	DESCRIPTION
Diversity of top 100 global leaders	53%	are female or diverse
Diversity of executive team	38%	are female or diverse
Ethnic diversity (U.S.)	41%	are diverse
Gender diversity (U.S.)	21%	are female

EMPLOYEE DIVERSITY (CONTINUED)

	UNIT	2022	2023	% DIFFERENCE
Global board members	number	10	10	0%
Women board members	number	2	2	0%
Underrepresented board members	number	1	1	0%
C-Suite employees	number	16	13	-19%
Women C-suite employees	number	2	2	0%

EMPLOYEE SAFETY

	UNITS	YEAR 2022	YEAR 2023	% DIFFERENCE
Injuries	number	41	64	56%
Fatalities	number	1	0	n/a
Days lost to injury	days	735	833	13%

Workforce Data Appendix

(CONTINUED)



EMPLOYEE SAFETY (CONTINUED)

	EUROPE TOTAL	FRANCE TOTAL	FRANCE RECORDABLES TOTAL
2018	0.87	1.4	8
2019	1.23	2.58	13
2020	0.65	1.36	6
2021	0.53	0.59	3
2022	0.24	0.42	2
2023	0.52	1.33	6

	GERMANY I&I	GERMANY RECORDABLES	SHILDON I&I
2018	0.17	1	1.93
2019	0	0	2.56
2020	0	0	0
2021	0.58	3	0.63
2022	0.23	1	0
2023	0	0	0

EMPLOYEE SAFETY

	SHILDON RECORDABLES	WELLINGBOROUGH I&I	WELLINGBOROUGH RECORDABLES
2018	3	1.77	2
2019	4	0	0
2020	0	1.43	1
2021	1	0	0
2022	0	0	0
2023	0	0	0

	PERTH I&I	PERTH RECORDABLES
2018	0.17	1
2019	0	0
2020	0	0
2021	0.58	3
2022	0.23	1
2023	0	0

