Donaldson
FILTRATION SOLUTIONS

FILTRATION FOR A THRIVING FUTURE

SUSTAINABILITY REPORT FISCAL YEAR 2024

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Cover Photo by Thomas Tracy, *Donaldson employee*

Innovation Drives Donaldson's Commitment to Global Sustainability

Tod E. Carpenter
Chairman, President, and CEO

Sarika Dhadwal
Senior Director of Investor Relations and ESG

For more than 100 years, Donaldson has been innovating and evolving to meet the changing needs of our stakeholders, including our customers, shareholders, employees, and communities.

This customer-centric approach, combined with our best-in-class technology, has allowed us to tackle complex filtration challenges and drive positive economic and sustainable outcomes. Our competitive advantages, including our diverse business strategy, deep global relationships, and disciplined approach to operations, combined with our sustainability efforts, allow us to create value for our stakeholders.

This year's report highlights how we drive that value through product sustainability, effective resource management, our culture of success and development, and effective governance over business risks. Two recent developments resulting from years of cross-functional dedication and collaboration include:

+ Donaldson and PepsiCo joined a Virtual Power Purchase Agreement (VPPA) to build a solar energy project in Texas that is expected to offset a majority of our U.S. electrical energy demand once completed. This investment supports our decarbonization efforts and aligns with our customers who are committed to carbon reduction goals within their supply chains.
+ We are pleased to announce a new 2030 Sustainability Ambition to reduce landfill waste from operations from a FY24 baseline and/or increase recycling, reuse, and material optimization, targeting a total impact of 3,200 metric tons (40% of FY24 landfill waste).

These efforts underscore our progress in integrating our sustainability strategy into our business and driving towards our 2030 sustainability ambitions.

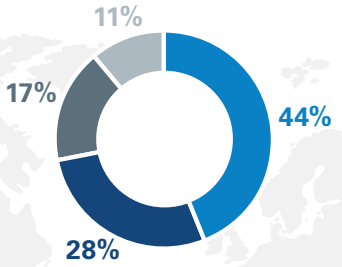
Solving our customers' biggest filtration challenges takes the best people and teams. As a global company, we rely on the diversity of experience, creativity, problem-solving, and perspectives of our more than 14,000 employees, who bring power to our innovation and drive new solutions. To that end, we remain committed to creating an inclusive and equitable workplace, which is essential to our continued success.

Our Business

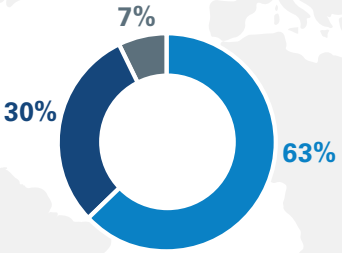
Donaldson (NYSE: DCI) is a global leader in technology-led filtration products and solutions.

We serve a broad range of industries, advanced markets from small business owners to R&D organizations and the world's biggest OEM brands. Donaldson solves complex filtration challenges through three primary segments: Mobile Solutions, Industrial Solutions, and Life Sciences.

WORLDWIDE HEADQUARTERS
Bloomington, MN



NET SALES BY REGION
- U.S. and Canada
- EMEA
- APAC
- LATAM



NET SALES BY SEGMENT
- Mobile Solutions
- Industrial Solutions
- Life Sciences

$3.6 B REVENUE	**14,000+** EMPLOYEES	**$94 M** R&D INVESTMENT
1915 YEAR FOUNDED	**150+** LOCATIONS	**3,000+** ACTIVE PATENTS

NET SALES BY END MARKETS

Mobile Solutions

Air Filtration	37%
Fuel and Lube	12%
Hydraulic	9%
Emissions	4%

Industrial Solutions

Industrial Air Filtration	14%
Industrial Gasses	5%
Aerospace & Defense	5%
Power Generation	4%
Industrial Hydraulics	2%

Life Sciences

Other Life Sciences	5%
Food & Beverage	3%

Recognition

- Newsweek America's Greenest Companies 2025
- Newsweek America's Most Responsible Companies 2024 & 2025
- EcoVadis Bronze Medal
- CDP Discloser 2024
- MSCI ESG Rating – AA

BRONZE | Top 35% ecovadis Sustainability Rating AUG 2024

CDP Discloser 2024

MSCI ESG RATINGS AA

Donaldson Annual Report →

Sustainability Highlights

40%
increase
IN OUR RENEWABLE ENERGY USE SINCE FY21

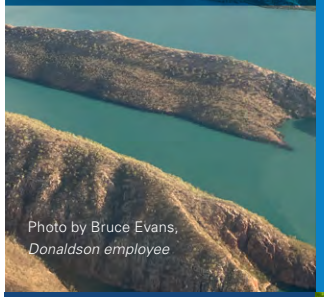


Photo by Bruce Evans, *Donaldson employee*

7.1%
of energy use
CAME FROM RENEWABLE ENERGY

18%
reduction
IN SCOPE 1 AND 2 GHG EMISSIONS FROM FY21

2
new employee resource groups
TO BUILD A STRONGER CULTURE

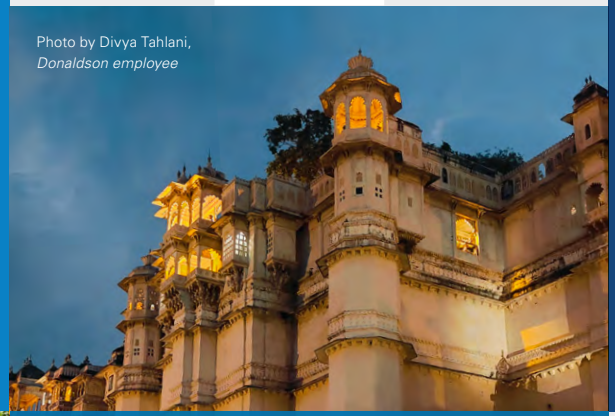


Photo by Divya Tahlani, *Donaldson employee*

100%
of professional-level employees
COMPLETED CODE OF CONDUCT TRAINING


Photo by Fahri Alif Putra, *Donaldson employee*

4,219
mt CO_2e of emissions were reduced through new efficiency projects

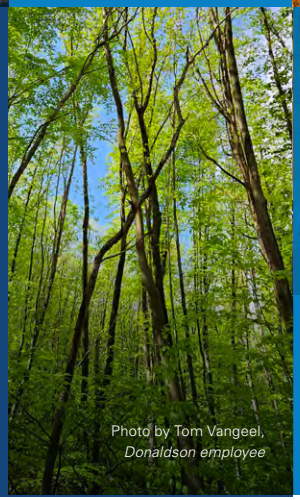


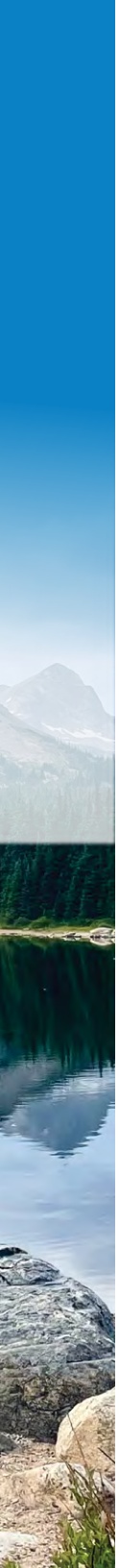
Photo by Tom Vangeel, *Donaldson employee*

$1.6 M
in community support
GIVEN GLOBALLY

4
Regional Compliance Principals
NAMED TO ADVANCE ETHICAL BUSINESS PRACTICES

Photo by Beverly Hinders, *Donaldson employee*

23 sites
HAD NO RECORDABLE SAFETY INCIDENTS



Strategy into Action: 2030 Sustainability Ambitions

Our 2030 Sustainability Ambitions represent pathways to measure and define success as we consider our sustainability aspirations and priorities.

Each goal is linked to a Donaldson Principle to ensure alignment with our purpose and values. Each topic is discussed in greater detail within the sustainability report and more metrics are available in the Data Table in the appendix. The following reflects activities and initiatives that occurred during FY24 (August 1, 2023, through July 31, 2024).

Operate Sustainably

AMBITION	+ Targeting an absolute reduction of Scope 1 and 2 GHG emissions by 42% over the FY21 baseline	**FY24 PROGRESS**	Reduced our Scope 1 and 2 GHG emissions by 18%, or more than 20,400 mt CO_2e, compared to our FY21 baseline.
AMBITION New Goal	+ Aim to reduce landfill waste from operations from a FY24 baseline and/or increase recycling, reuse, and material optimization, targeting a total impact of 3,200 metric tons (40% of FY24 landfill waste)	**FY24 PROGRESS**	No update because initial baseline is FY24.

Operate Safely

AMBITION	+ Aim to have year-over-year reductions in life-changing events and consistently have zero life-changing events	**FY24 PROGRESS**	Seven life-changing events (work-related fatalities, hospitalizations, amputations, or vision loss due to serious injury or illness) occurred. This was an increase of three over FY23. See page 28 for more information.

Enrich Our Communities

AMBITION	+ Aim to increase charitable giving through the Donaldson Foundation by 25% every four years, giving cumulatively at least $13.5M from FY22 to FY30	**FY24 PROGRESS**	The Donaldson Foundation donated $1.2 million in FY24 and $3.6 million cumulatively since the FY22 baseline.

In updating our approach in FY25, we sunset our ambition related to the representation of women in global leadership positions and will continue to focus on employee connection and inclusion.

Our Integrated Sustainability Strategy

This strategy represents our choices to ensure our products and practices have a positive impact today and create a thriving future for people and the planet.

At Donaldson, we take an integrated approach to sustainability. Sustainability is not a standalone initiative or goal. It is built into what we do and why we exist as a company. Our sustainability strategy, Filtration for a Thriving Future, is grounded by our company purpose – Advancing Filtration for a Cleaner World. This purpose is the foundation for why we exist and create our technologies, products, and solutions.

Our sustainability strategy also holds us to deeper accountability for our company principles. These principles are at the heart of everything we do, guiding our behaviors, relationships, and interactions. Connecting our strategy with our principles means greater alignment to support our sustainability efforts and achieve our desired outcomes.

United Nation's Sustainable Development Goals

The UN's Sustainable Development Goals (SDGs) focus on making progress against big issues impacting people and the planet. Donaldson has aligned its 2030 Sustainability Ambitions with the following goals.

Learn about the SDGs →

Donaldson Company Principles

Act with Integrity	Engage and Empower Our People	Deliver for Customers	Cultivate Innovation	Operate Safely and Sustainably	Enrich Our Communities

Materiality Assessment

In FY21, Donaldson conducted its first materiality assessment, considering the most pertinent issues and strategic areas relevant to our business based on stakeholder engagement. This work led to developing our Priority ESG Topics and shaped our 2030 Sustainability Ambitions.

In 2024, we conducted a double materiality assessment with an external partner to align with the European Union's Corporate Sustainability Reporting Directive (CSRD) to determine our material topics using the European Sustainability Reporting Standards (ESRS) guidance.

Stakeholder Engagement

For the double materiality process, the value chain evaluation helped identify internal and external stakeholders comprising of cross-functional internal teams specializing in a specific sustainability matter or engaged through proxy and desktop research to ensure the results represent their voices. Learn more about our Stakeholder Engagement in the appendix.

DOUBLE MATERIALITY PROCESS

16

topics deemed relevant for assessment

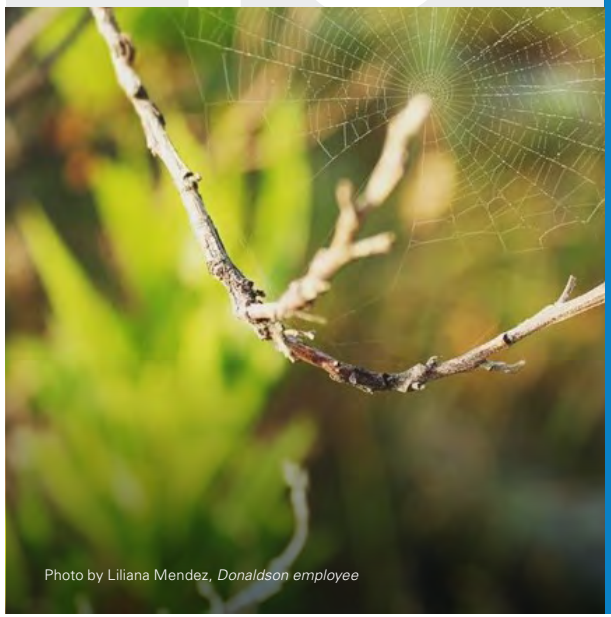


Photo by Liliana Mendez, *Donaldson employee*

113

impacts, risks, and opportunities identified

10

material topics

Photo by Yoan Leguedois, *Donaldson employee*

DOUBLE MATERIALITY PROCESS

+ Value chain assessment to determine likely topics for consideration and how they impact Donaldson's value chain.
+ Assessment of impacts, risks, and opportunities through stakeholder engagement, evaluation of peer disclosures and industry trends, and external research.
+ Ranking and prioritization process to determine what impacts have a material outward impact on the environment and society and what risks and opportunities have a material financial impact on the company.

PRODUCTS

Our advanced filtration solutions help our customers achieve their goals while contributing to global sustainability efforts.

Driving Filtration Innovation for Sustainable Impact

Donaldson promotes a greener modern economy by helping customers achieve their sustainability goals. Our approach to this work is not new. We continue to be a technology-led filtration company that leverages deep global relationships to help our customers. We deliver sustainable results through our technology, engineering, supplier relationships, and operational excellence.

DONALDSON VALUE DRIVERS

Technology Leadership

Leveraging proven and emerging technologies to drive innovation.

Customer-centric Application Design

Developing solutions tailored to real-world challenges and customer needs.

Strategic Supply Chain

Delivering quality and reliability through a global network with a local touch.

Sustainable Operational Excellence

Driving quality through efficient and sustainable manufacturing practices.

PRODUCT IMPACT THEMES

+ Clean Power Transition

Many sectors will continue to see demand growth for alternative power technologies like hydrogen fuel, battery electric solutions, and energy-efficient infrastructure.

+ Resilient Role of Combustion Engines

Combustion engines will remain critical in heavy-duty and industrial applications for the foreseeable future. Donaldson's filtration solutions extend engine life, improve fuel efficiency, and reduce emissions.

+ Resource Efficiency and Circularity

Industries are under pressure to optimize resource use, minimize waste, and integrate eco-design strategies throughout product lifecycles.

Air Inlet Systems Support Shift to Sustainable Power

An “all-hands approach” to addressing climate change and decarbonizing our economy involves mobilizing efforts from all sectors. For Donaldson, our products improve energy performance and efficiency today while supporting the adoption of technologies that will energize the world economy tomorrow.

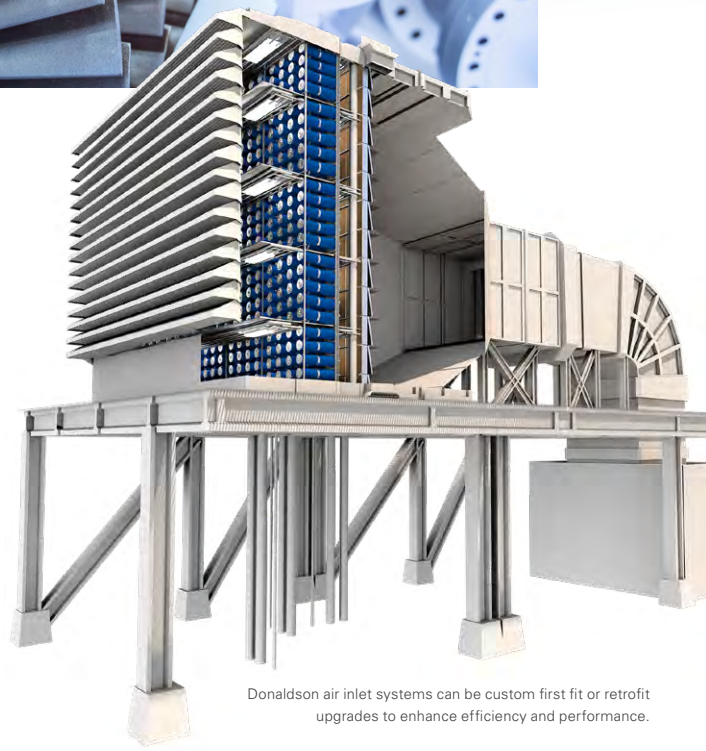
Our business strategy prioritizes investment in new technologies and innovative solutions for reducing emissions and enhancing sustainability.

For example, hydrogen as an energy source offers key advantages because it produces no GHG emissions at the point of generation. In addition to industrial and chemical applications, hydrogen is suitable for power generation and transportation, especially if the energy used to produce the hydrogen comes from renewable energy.

Gas-powered turbines are essential for modern power generation, providing reliable energy to complement renewables and manage commercial demand peaks.

A notable example is the upcoming transformation project of a coal plant in North America into a modern energy powerhouse that integrates advanced hydrogen-ready gas turbines alongside solar energy and battery storage systems.

Our Power Generation division is collaborating with a leading gas turbine OEM to deliver high-performance air intake systems for this upgraded energy facility. These air filtration systems play a **crucial role in optimizing the operation of gas turbines** by enabling a clean air supply used to ignite natural gas or other fuels used to drive the electrical generators.

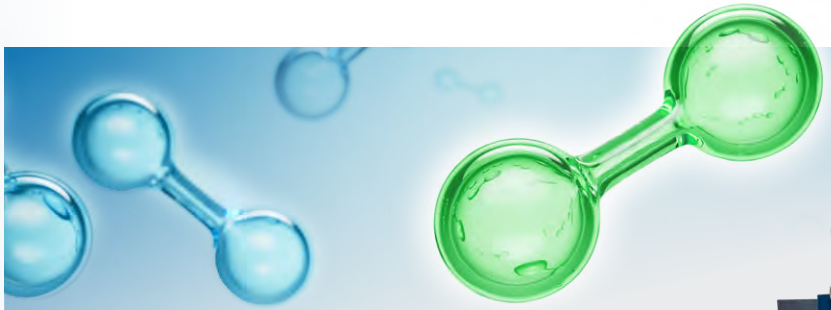


Donaldson air inlet systems can be custom first fit or retrofit upgrades to enhance efficiency and performance.

Our filtration systems featuring **Turbo-Tek™ H2O+ technology**, not only enhance turbine performance but also help reduce environmental impact, aligning with energy goals for the plant.

Globally, turbine solutions capable of operating on a mixture of hydrogen and natural gas—or even 100% hydrogen—are being deployed to address low- or zero-carbon power generation needs. Offering both flexibility and sustainability, hydrogen-powered technology can upgrade existing gas turbines and support commercial peaking by utilizing stored green hydrogen produced from renewable energy sources.

Aligned with our commitment and proficiency in sustainable energy developments, we are actively partnering with global OEMs on projects for 100% hydrogen-powered systems. These efforts underscore our contribution to shaping a cleaner, more sustainable energy future while supporting today's power generation needs.



Empowering Green Hydrogen Production

As the global demand for green hydrogen accelerates, Donaldson has the industrial expertise and advanced technology for designing purification systems that enable our customers to meet strict purity and efficiency standards for sustainable hydrogen production.

"The main feature that sets our unit apart is the ability to operate with zero hydrogen loss, providing maximum efficiency and resource optimization."

– Sabine Artuso, *Product Manager for Special Gases, Industrial Solutions*

A testament to this commitment is our energy-efficient deoxidation and hydrogen drying module, showcased at the Hydrogen Technology Expo Europe 2024 in Hamburg, Germany. This innovative system incorporates an advanced desiccant regeneration process, effectively removing residual humidity from hydrogen while providing zero hydrogen loss, optimizing the efficiency of the closed-loop drying operation.

Breakthrough Innovations Shaping Our Future

The U.S. Department of Energy's (DoE) SuperTruck program aims to boost fuel efficiency and reduce emissions in heavy-duty trucks. Launched in 2009, SuperTruck initially sought a 50% efficiency improvement, which four major truck makers surpassed by 2016. Next, the DoE launched the SuperTruck II program, which aimed to double fuel efficiency, achieving more than 100% improvement by 2023. The SuperTruck III initiative, focused on cutting emissions by 75% and lowering ownership costs, includes developing electric and fuel cell technologies. As a participant in the DoE program, Daimler Trucks North America (DTNA) is working on a hydrogen fuel cell electric Class 8 truck demonstrator with a 600-mile range and zero emissions for regional and long-haul use.

Photo Illustration

"Donaldson and Daimler Truck have a long-standing partnership. We are enthusiastic to continue providing support for the SuperTruck III program."

– Keith Bechtum, *VP of Mobile Solutions OEM Sales*

The Donaldson air cleaner designed for the DTNA technology demonstrator truck is critical in maintaining fuel cell performance and ensuring system longevity. The custom application is challenging due to space limitations typically found on fuel cell trucks. Leveraging years of expertise and innovation in fitting optimal air filtration into nearly any space, Donaldson's engineers developed a new straight-through airflow solution. The configuration is compatible with Donaldson's compact PowerCore® technology and protects the fuel cell from particulates and chemical contaminants. The space efficiency gained through Donaldson's design and technology was critical in winning the bid. The custom solution will enable the concept vehicle to improve its performance.

The field experience gained through the DTNA SuperTruck III initiative will be instrumental in accelerating the adoption of other on-highway hydrogen fuel cell applications, redefining the future of transportation.

Clean Fuel, Optimized Performance: Advancing Resiliency of Mining Operations

Modern mining conditions are among the harshest production environments for machines.

For one of Europe's largest gold mines, these demanding conditions presented a daunting challenge to keep its highly specialized mining equipment running 24 hours a day, seven days a week, with each minute of unplanned downtime estimated to cost $2,500.

Efficient filtration proved critical to keeping operations on track. For this customer, contaminated diesel and oil in on-site tanks, caused by environmental contamination and bulk supply impurities, led to costly unplanned downtime and maintenance, such as injector replacements.

After analysis, the customer implemented a multi-point filtration process using Donaldson Clean Solutions. This advanced filtration system significantly reduced fuel and oil contamination by cleaning incoming fuel, protecting it during storage in local tanks, and polishing it during delivery to equipment. Donaldson's solution halved injector replacements and downtime, extended service intervals from 250 to 300 hours, and saved the mine site more than $2 million annually, generating a significant reduction of the total cost of ownership. Cleaner, drier fuel also helped onboard filtration systems meet the challenging cleanliness levels required by modern engine regulations.

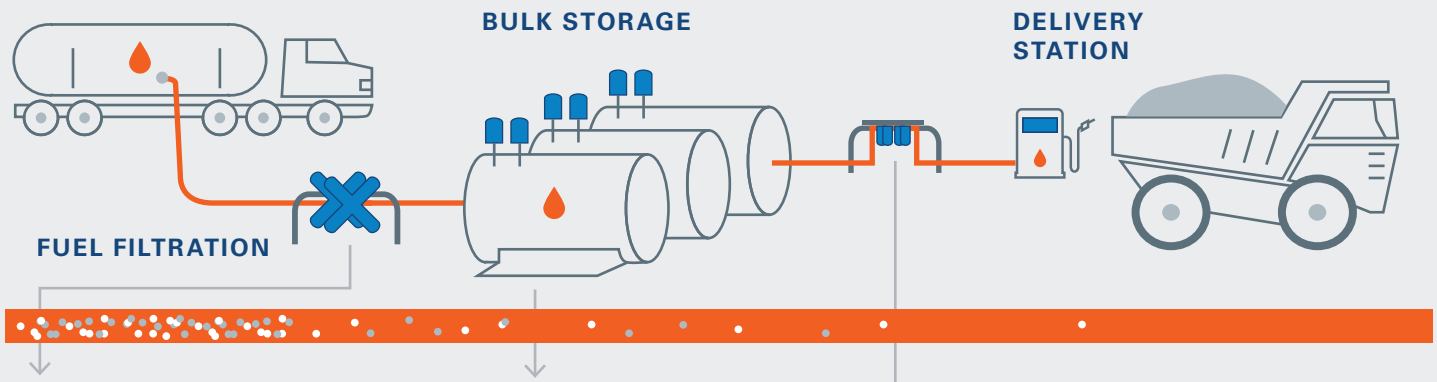
This encompassing fuel filtration approach not only minimized unplanned maintenance but also contributed to the mine's operational sustainability by extending equipment life and reducing resource consumption.

CASE STUDY: GOLD MINE

120%
increase in time between service

$2 M
in annual customer savings

CLEAN SOLUTIONS: DONALDSON FUEL FILTRATION PROCESS



1. **Clean**: incoming fuel from bulk suppliers is cleaned before it enters on-site storage tanks.
2. **Protect:** fuel in bulk tanks is protected from moisture and particulate in the incoming air.
3. **Polish:** at the delivery station, water and contamination is further removed from the fuel before it is pumped into equipment.

Engineered Sustainability in Emissions Control Systems

Growing awareness of the impact of combustion engine emissions on climate change and air quality has contributed to stricter global standards to reduce greenhouse gas emissions and the release of other air pollutants. In addition to accelerating research and development of cleaner emissions technologies for traditional diesel engines, equipment manufacturers are embracing cleaner energy sources, such as Hydrotreated Vegetable Oil (HVO), e-fuels, hydrogen, methanol, and biogas, to gain an advantage in meeting the emissions requirements and achieving a competitive edge in the global market.

Donaldson offers a wide range of advanced emissions control technologies to help manufacturers meet stringent emissions standards. These challenges are opportunities to innovate and develop solutions that address the evolving needs of our customers. Donaldson is at the forefront of creating fuel-agnostic products, such as optimized oxidation catalysts integration, fully compatible with alternative fuels, such as hydrogen, methanol, biogas, HVO, and e-fuels. Our emissions control systems are already in service for hydrogen internal combustion engine applications, demonstrating our commitment to providing solutions for cleaner powertrains.

Our emissions control systems are designed to maximize after-treatment efficiency, leading to lower fuel consumption and a reduced carbon footprint. The first-fit solutions are maintenance free and engineered for the system's full useful life.

Our focus on using sustainable, innovative materials ensures that our solutions reduce mass and improve thermal management. We employ non-classified recyclable high-performance insulation materials, making them end user and production operator friendly while maintaining the highest performance standards.

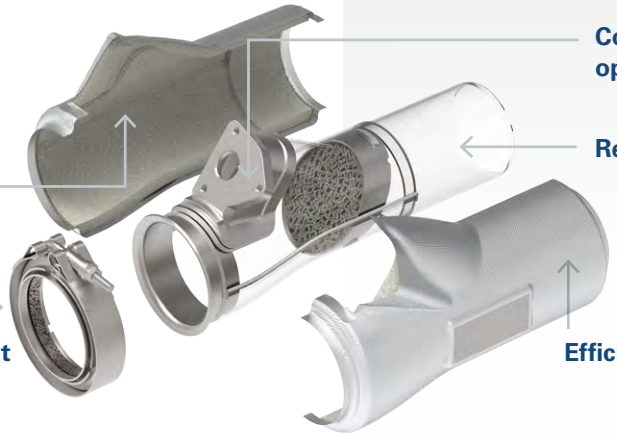
By combining advanced fuel-agnostic technology, reduced mass, and improved system efficiency, we are helping shape the future of resilient internal combustion engines that lead to improved environmental outcomes.

Engineered to:

+ maximize performance
+ optimize fuel consumption
+ help customers meet regulatory demands, and reduce emissions and environmental impact

OXIDATION CATALYST

IN-PIPE ADBLUE MIXER



Maximizing Efficiency: The Power of Optimizing Filter Life

In the demanding operating conditions of off-highway equipment, optimal and efficient filtration systems are essential to ensure durability and minimize costly downtime. For one of North America's leading copper mining companies, the severe dust environment at its open-pit site necessitated replacing filters in each of its premium mining haul trucks once every 20 days, causing downtime every 500 hours of operation. This recurring cost and loss of productivity prompted the company to explore options to extend air filter service intervals.

After consultation, our experts recommended upgrading to Donaldson Blue® HD synthetic air filters, featuring Ultra-Web® HD media with superior dust-holding capacity for extended filter life.

The performance data collected with Donaldson Connect® during the on-site trial enabled the customer to utilize Donaldson Blue HD technology to its full potential, helping maintenance personnel make better-informed decisions about service intervals. As a result, the number of primary air filters required per truck dropped from 30 to just 16 per year—saving a total of 434 filters annually. The company also increased equipment availability by up to 47% and saved up to 40% on the purchase of filter replacements.

From a product sustainability perspective, the new filters and monitoring system enabled the company to reduce 62% of its filter element waste.

Donaldson Technology

Our air filters with Ultra-Web fine fiber technology protect engines by providing better initial and overall efficiency than conventional cellulose media. Donaldson invented air filters for heavy-duty diesel engines more than 100 years ago and was the first to develop fine-fiber air filter media for diesel engines more than 20 years ago. Today, Donaldson continues to innovate with Ultra-Web HD media, which is designed to optimize efficiency and filter life in heavy dust environments.

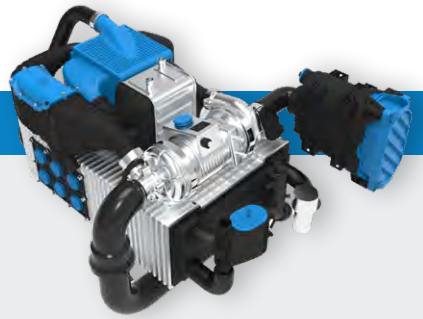
CASE STUDY: COPPER MINE

Additionally, Donaldson provided on-site trial support to analyze real-time filter performance and remaining life by leveraging Donaldson Connect® filter monitoring technology.

62% **reduction in filter waste**

Circularity Brings Fuel Cell Products Full Circle

The early conception and design stages of a product can heavily influence its environmental impacts. Decisions made during this phase, such as material selection, form and function, manufacturing process, and end-of-life considerations, play crucial roles in determining the overall sustainability of a product or service. As technology advances and our need for sustainable solutions grows, Donaldson continues to explore sustainable design practices that help build a circular economy and minimize the environmental footprint of our products.



RETHINKING FOR CIRCULAR VALUE

At the Hydrogen Technology Expo Europe 2024 in Hamburg, Germany, Donaldson showcased a fuel cell product family reimagined with circular design strategies to optimize material use and minimize waste.

Cathode Air Cleaner

Humidifier

Water Separator

CATHODE AIR LOOP

Removing a wide range of chemical contaminants and airborne particles from incoming air. Ensuring optimal humidity of incoming air and managing water challenges in multiple areas.

Gas Filter

HYDROGEN FILTRATION

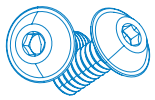
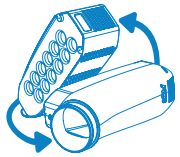
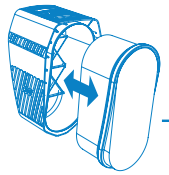
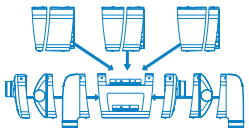
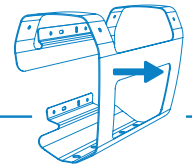
Ensuring the purity of hydrogen fuel.

Coolant Ion Exchanger

COOLING CIRCUIT

Maintaining low electrical conductivity in the coolant.

Rethinking for Circular Value

STRATEGY	DESIGN APPLICATION	PRIMARY BENEFIT
Repair 	 Bolt fasteners instead of permanent joints such as adhesives or welding	**Extend useful life**
Disassembly 	Components designed to be easily separated into distinct parts	**Increase recyclability**
Reuse 	Features ensuring integrity of the filter element integrated in the reusable filter service carrier	**Optimize material usage**
Modular 	 DUST FILTER CHEM FILTER Scalable chemical and dust filters implemented on the same frame	**Right-size performance for environment demands**
Durable 	 Adoption of metal mounting frame	**Reduce premature failures**

PLANET

We are committed to being good stewards of natural resources and reducing our environmental impact.

Photo by Danny Verbruggen, *Donaldson employee*

Planet

Our commitment to sustainability drives us to reduce our environmental impact across our **operations** and **supply chain** through strategic initiatives and continuous improvement. When we consider our operations we focus on three impact areas: climate and energy, waste, and water.

Management System

Donaldson is committed to the responsible management of its environmental performance. We establish our environmental management system through our Environmental Health and Safety (EHS) Policy and Framework and related internal policies and define roles, responsibilities, and processes necessary for effective implementation. We certify many of our sites to confirm and verify this system meets global standards. In FY24, 7% of our production sites were certified to ISO 50001, an energy management system standard, and 59% of our sites to ISO 14001, an environmental management system standard.

Donaldson started participating in the 50001 Ready program at some of our larger plants to accelerate our energy efficiency and performance. Based on an initiative by the U.S. Department of Energy (DoE), this work helps establish a structured approach to energy management in plants that do not currently have an ISO 50001-certified system.

Donaldson established an internal policy to focus on guidance for manufacturing sites to improve resource optimization related to energy, water, and waste. All manufacturing and distribution center leaders receive training on this policy.

Photo by Andrew Wiener, *Donaldson employee*

Photo by Visud Phadthaison, *Donaldson employee*

Climate and Energy

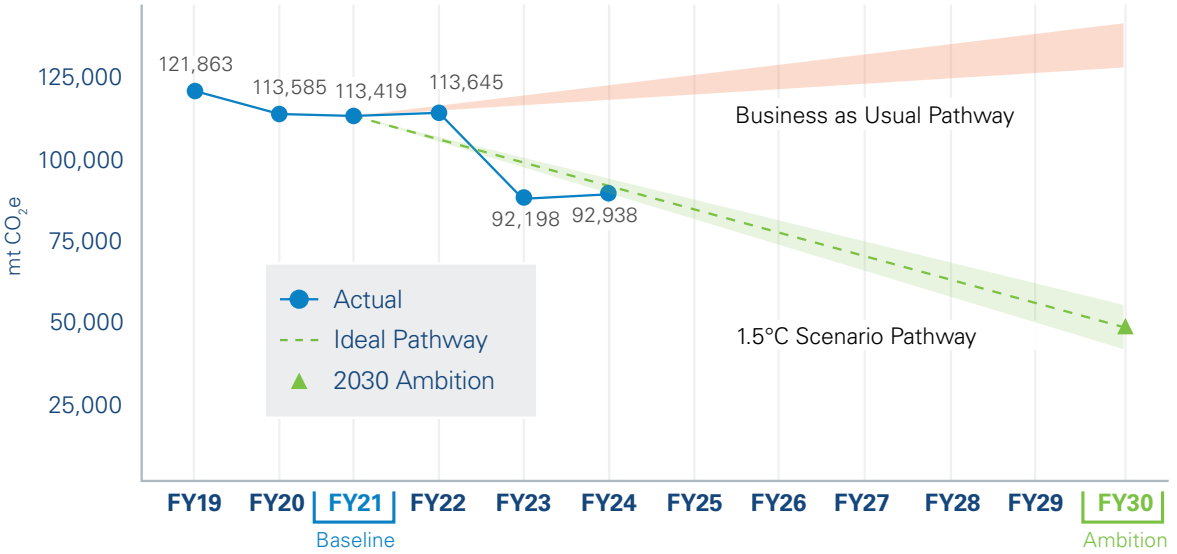
Doing our part to mitigate climate change is an essential way in which we create a thriving future for people and the planet. We are committed to reducing our greenhouse gas (GHG) emissions in our operations through renewable energy procurement, energy efficiency, and process optimization. Our GHG emission reduction plan drives our strategic investments in these areas to achieve our 2030 Sustainability Ambitions.

Renewable Energy

Through partnerships with renewable energy developers, we generated 6.4 million kWh of renewable energy that helped green the electric grid for our local communities and reduced their emissions. Donaldson does not own these energy attributes.

2030 AMBITION – MAPPING GHG EMISSIONS REDUCTION GOAL

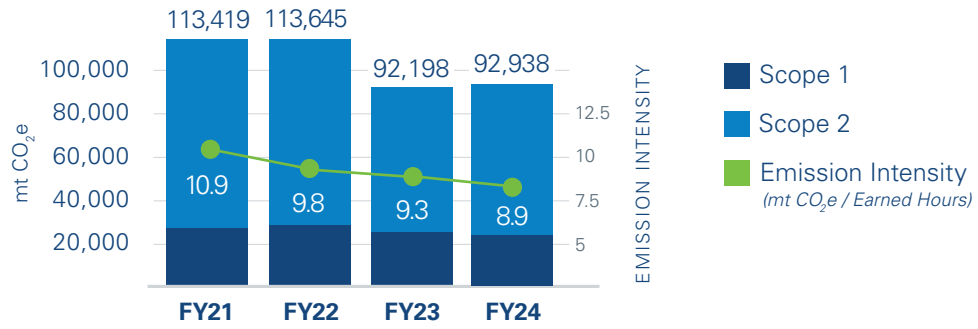
Actuals (mt CO_2e) and Scenario Pathways Considered



Calculation Methodology: *The methodology used to calculate our GHG emissions is in accordance with the World Resources Institute (WRI) GHG Protocol. Donaldson uses the operational control approach to set our inventory boundary. The inventory includes data from wholly owned manufacturing plants, large warehouses, distribution centers, and regional headquarters. Leased offices and small warehouses are excluded, as they represent less than 1% of total emissions.*

Correction: *The FY23 emissions data was updated to accurately reflect green tariff contracts and better align the categorization of biogas and heat produced from waste incineration. The adjustments did not trigger our threshold for baseline recalculation.*

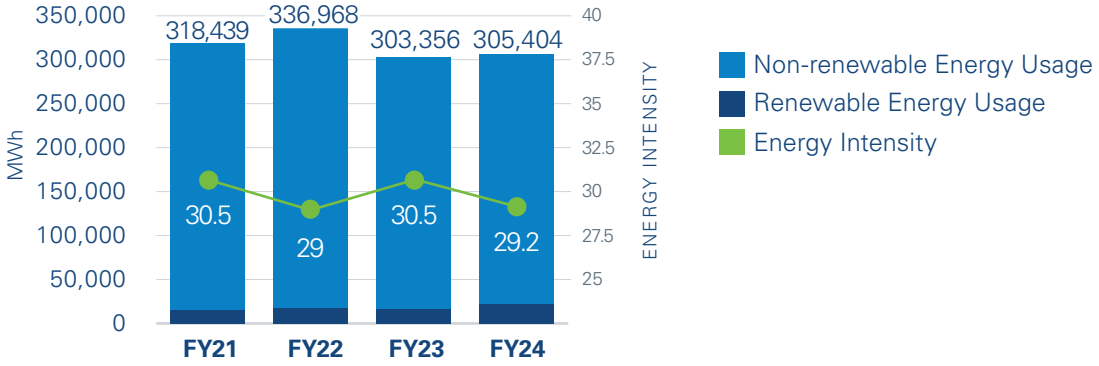
SCOPE 1 AND 2 GHG EMISSIONS (Market-based)



Renewable Energy Procurement

Donaldson will achieve the most significant part of our emission reduction plan through renewable energy sources like wind and solar to generate electricity without burning fossil fuels. We purchase renewable energy through energy attribute certificates (EACs), power purchase agreements, green tariffs, and on-site generation. Efforts to incorporate renewable energy in FY24 helped us increase its use in our overall energy consumption to 7.1%. We currently have 10 sites with on-site solar and 14 sites that purchase at least a portion of their electricity from a renewable source. In addition, we mitigated 6% of our GHG emissions by purchasing EACs.

ENERGY CONSUMPTION AND ENERGY INTENSITY



ENERGY USAGE SUMMARY

	FY21	FY22	FY23	**FY24**
Renewable Energy (MWh)	15,348	16,403	16,061	21,829
Non-renewable Energy (MWh)	303,091	320,565	287,295	284,046
Total Energy Use (MWh)	**318,439**	**336,968**	**303,356**	**305,404**
Energy Intensity	30.5	29.0	30.5	29.2

Solar Panels

Solar panels were installed at our Latin America Distribution Center (LADC) in Aguascalientes, Mexico. The system is projected to generate enough electricity to meet the facility's current demand. The rooftop-mounted solar array will create more than 382,000 kWh per year. This installation will reduce our annual emissions by more than 150 mt CO_2e and is the first of four onsite systems planned for facilities near Aguascalientes.

ACHIEVEMENTS

+ Since FY21, our renewable energy use has increased by more than 40%.
+ Our green tariff contract in Poland reduced our emissions by approximately 2,400 mt CO_2e.
+ We added an onsite solar array at our Thailand facility and our LADC in Mexico.
+ Donaldson and PepsiCo joined a VPPA to build a solar energy project in Texas that is expected to offset a majority of our U.S. electrical energy demand once completed. The target completion time for this project is set for the end of December 2025. This investment supports our decarbonization efforts and aligns with our customers who are committed to carbon reduction goals within their supply chains.

Operational Energy Efficiency

Investing in operational efficiency to support Donaldson's GHG emission reduction plan is optimizing our operations to deliver greater value and ensure long-term success. The Operational Excellence team dedicated to sustainability continues to enhance our energy monitoring system to provide data that can then be used to find opportunities for energy savings and greater efficiency. The team regularly conducts energy audits of facilities, provides training, and supports plants when upgrading energy-intensive systems. Leadership engagement around shaping the program has helped create opportunities and resource availability to drive results.

The operations team completed 23 internal energy audit assessments. Since FY20, 14 external energy assessments have been completed, six of which were ASHRAE Level 2 audits.

Photo by Brett Huntley, *Donaldson employee*

Better Plants®
U.S. DEPARTMENT OF ENERGY

Our partnership with the U.S. Department of Energy's Better Plants Program helps us collaborate with industry experts and utilize their resources to accelerate our efforts to operate sustainably and reduce our GHG emissions.

ACHIEVEMENTS

We completed 134 efficiency projects in FY24 for an estimated energy reduction of 14,961 MWh and 4,219 mt CO_2e annually. Projects that drove significant emission reduction include:

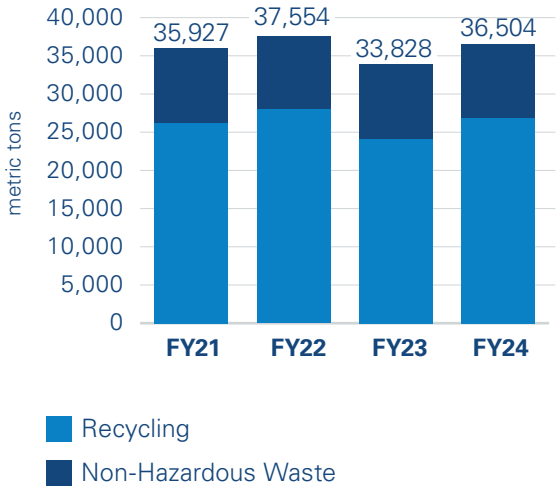
+ Improving the utilization of existing washers for cleaning metal parts and eliminating some legacy systems without impacting production throughput. This occurred at five sites globally for a total annualized savings of 4,729 MWh and 1,028 mt CO_2e. These projects also had the benefit of reducing water consumption by a combined amount of 16,527 cubic meters.
+ Annualized savings of 792 mt CO_2e and 1,700 MWh from 23 projects focused on making compressed air systems in our operations more efficient.
+ Annualized savings of 1,196 mt CO_2e and 4,500 MWh from 36 projects around HVAC systems at our plants.

Waste Management

As a global manufacturer, we use various types of raw materials. Our EHS management framework outlines that we work to use our raw materials efficiently to reduce our waste streams, many of which have opportunities for recycling.

In FY24, the amount of recycling increased by 11%, which was mostly due to the addition of data collection for wood recycling. Excluding wood data, there was a 0.8% net decrease in recycling compared to the previous year.

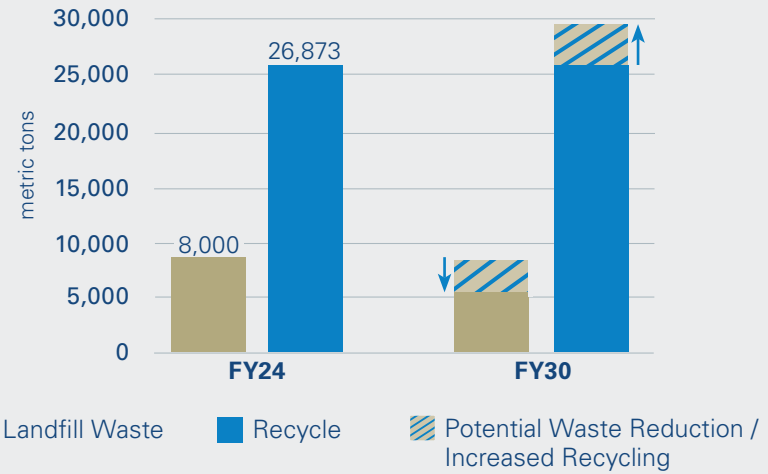
RECYCLING AND NON-HAZARDOUS WASTE



Non-Hazardous Waste: *Includes landfill and incinerated waste from operations.*

Donaldson created a global cross-functional team to explore a formal waste reduction ambition in FY24. The team engaged external consultants and worked with production facilities globally to assess recycling, reuse, and operational opportunities. Based on the findings, the team established a long-term waste ambition and execution plan.

2030 AMBITION - WASTE REDUCTION AND RECYCLING GOAL



The 2030 Sustainability Ambition aims to reduce landfill waste from operations from the FY24 baseline and/or increase recycling, reuse, and material optimization. By 2030, the combined impact of these efforts is targeted to reach 3,200 metric tons, representing 40% of the approximate 8,000 metric tons of landfill waste from operations in FY24.

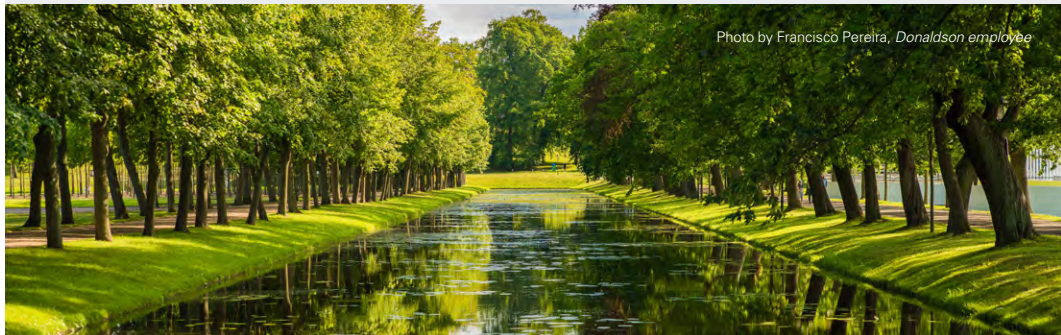


Photo by Francisco Pereira, *Donaldson employee*

Water Management

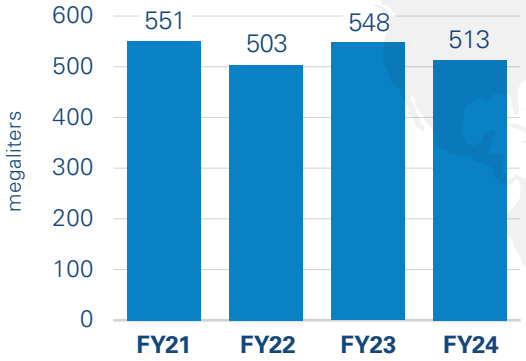
Donaldson is committed to implementing water conservation efforts guided by our EHS management framework.

While most of our manufacturing processes are not water-intensive, we value responsible water, wastewater, and stormwater management across our operations and seek continuous improvement. We share best practices across our operations teams to create awareness, build knowledge, and encourage improvement. We track our water withdrawal globally to help us understand our water usage and how we can find opportunities for progress. Like other resources, we strive to improve efficient use of water and reduce costs. We also work to ensure we meet or exceed water quality regulations.

In FY24, our total water withdrawal decreased by 6% from the previous year. While several factors impacted the reduction, operational efficiency work was an important factor that helped reduce water use by more than 16 megaliters.

Photo by Alessandra Puddu, *Donaldson employee*

TOTAL WATER WITHDRAWAL



PEOPLE

We are proud of Donaldson's global culture which helps sustain our ability to deliver leading products and solutions to our customers.

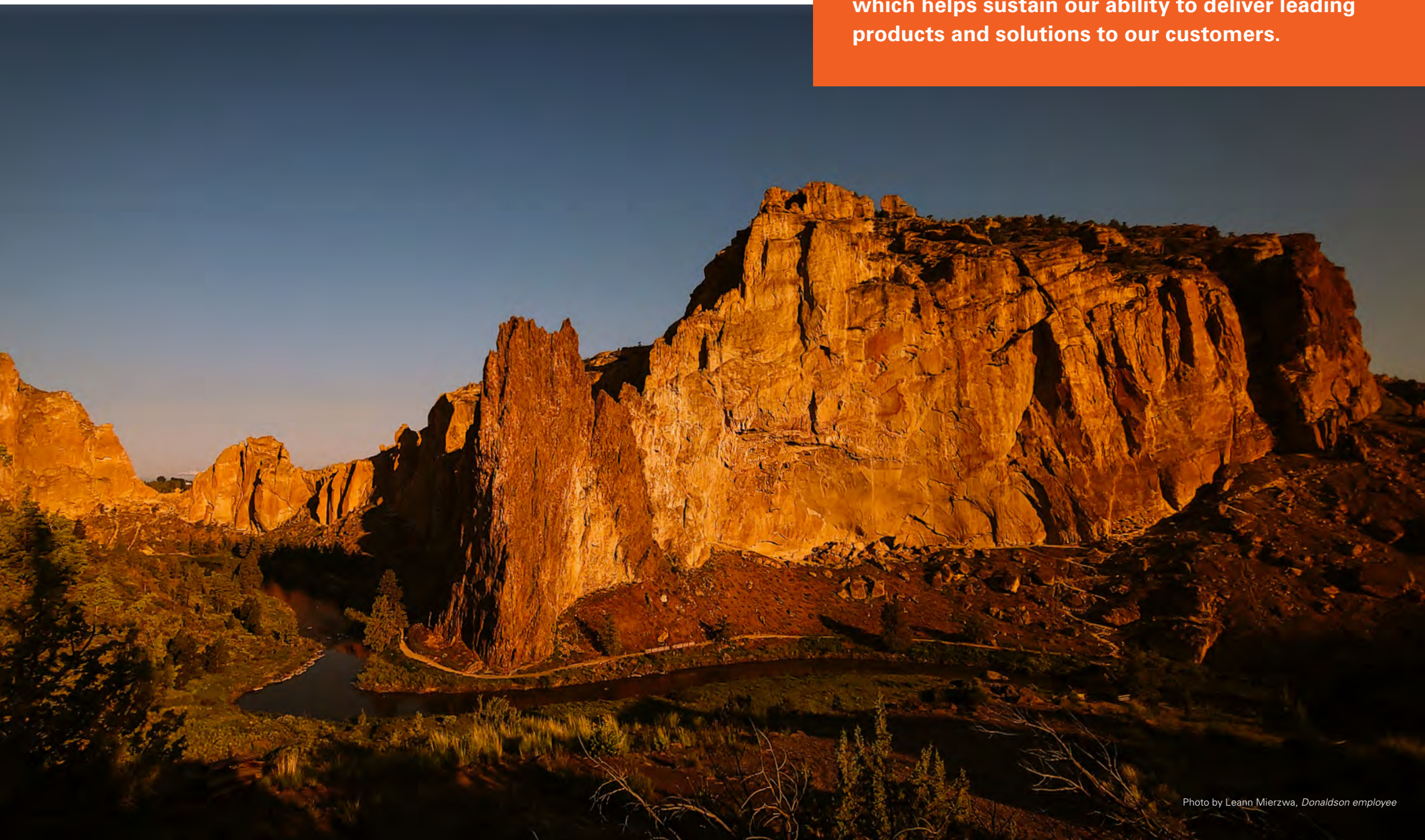


Photo by Leann Mierzwa, *Donaldson employee*

Employee Health and Safety

Donaldson considers safety in the workplace a core value. We empower employees by providing the knowledge and tools needed to make effective decisions about safety and the mitigation of risks. Every employee takes an active role in identifying and managing exposures to health and safety hazards. This encourages employees to take ownership of their own safety, as well as contribute to a collective safety culture. We continue to show our commitment to excellence in this area by providing safe and compliant workplaces for our employees, visitors, and neighbors.

The Environmental, Health, and Safety (EHS) Policy and Framework are foundational to our global management system and reflect industry best practices. The EHS Framework outlines our commitments, procedures, training, controls, analysis, and employee engagement.

Global Safety Month

The Donaldson Enterprise EHS team organized its second annual Global Safety Month campaign in June to reinforce employees to stay safe at work and home by providing tools and resources to help reduce risk from safety hazards.

As Donaldson sites continue to mature through the deployment and implementation of the EHS Framework, identified gaps are investigated and corrected through our Corrective and Preventive Action (CAPA) process. We are increasing leadership commitment at all levels to improve the effectiveness of our safety practices and deepen our safety culture.

In FY24, we had 14 facilities certified to the ISO 45001 occupational health and safety management system standard.

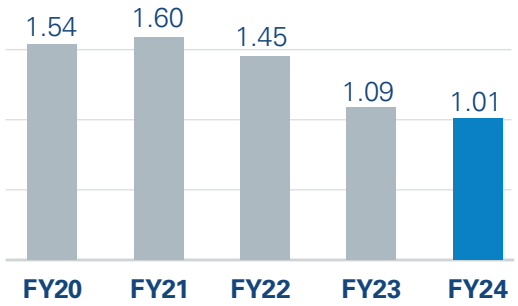
In addition to ISO 45001 and ISO 14001 management system certification audits, the Enterprise EHS team audited five sites in FY24 using scorecards from a global third-party vendor to assess regulatory compliance with applicable environmental, health, and safety regulations. The audits are valuable tools to ensure compliance at the site level with regard to changing regulations, and they aid in ISO conformance.

HAAN, GERMANY

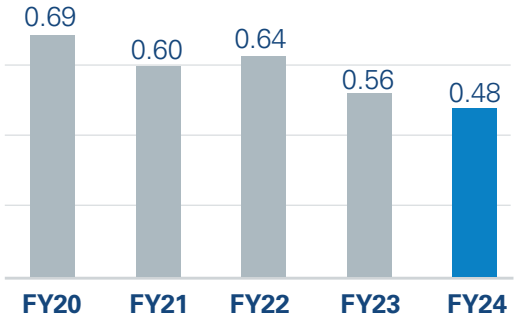
Training is a critical way for Donaldson to improve safety performance.

We track enterprise safety metrics and targets to evaluate our system's effectiveness and build global accountability and expectations for each facility.

TOTAL RECORDABLE INCIDENT RATE (TRIR)



LOST WORKDAY INCIDENT RATE (LWIR)



TRIR and LWIR are calculations of the number of recordable injuries and lost workday injuries, respectively, per 100 employees. We classify a recordable incident as a work-related injury or illness that results in death, loss of consciousness, lost workdays, restricted work, or medical treatment beyond first aid.

In FY24, injuries per hours worked decreased to historic lows. However, we experienced a year-over-year increase in life changing events. Several of the incidents occurred in traditionally lower risk, non-production environments. Increased awareness, assessments, auditing, and training has occurred for these and other locations. The focus remains on reducing injuries globally as we continue to review and invest in hazard recognition and mitigation techniques.

ACHIEVEMENTS

+ Twenty-three sites had zero recordable incidents. This is a 35% improvement compared to 2023. See Data Table on page 48.
+ The TRIR and LWIR were at a five-year low.
+ A new EHS Dashboard was released to enhance EHS performance management. The tool, which collects data from each location, has improved the collection and review of safety metrics, which enhances our ability to find underlying causes of safety issues.

Distribution Center Celebrates Decade without Incident

The Latin America Distribution Center (LADC) in Mexico celebrated 10 recordable incident-free years in August. The distribution center is a critical hub for managing the shipment of our materials and finished products. It requires constant vigilance to ensure all employees handle heavy loads safely and without injury. The distribution center has become a model of operational excellence. Leadership points to regular safety meetings and training, and developing a culture of mutual care.

"Our safety practice at the LADC is a prime example of employee camaraderie, perseverance, and awareness, enabling us to achieve this important milestone," said Kevin Brinson, Senior Director of Global Distribution and Supply Chain. "At the LADC, employees look out for one another and have a safety culture that other sites aspire to copy."

Talent Acquisition

We understand that our people power our innovation, value, and brand. Donaldson remains committed to making hiring decisions based solely on merit and qualifications. We are focused on building a high-performing, diverse, and skilled workforce that is motivated to advance our purpose and ready to deliver value to our customers through advanced filtration solutions. Our strategic talent acquisition is a key aspect of building our team and shaping our culture.

Inclusive Recruitment

Our Talent Acquisition team is intentional about responding to the nuances of different cultures and tailoring recruitment approaches so they resonate with a wide range of candidates. Those directly involved in recruiting are provided training and skill development around hiring practices and effective and inclusive communication. A cross-culture interview preparation guide for hiring managers supports them in attracting and hiring top talent globally.

To ensure we access the best talent for our company, we leverage online platforms, networking events, strategic partnerships, and referral programs to reach potential candidates. To enhance our reputation as an employer of choice, Donaldson has established several champion and ambassador programs, including Women in Manufacturing (WiM), Society for Women Engineers (SWE), Women in Sales Everywhere (WISE), Society of Hispanic Professional Engineers (SHPE), and National Society of Black Engineers (NSBE). We are committed to encouraging a work culture where diverse ideas and perspectives can thrive.


Photo by Cody Gerard, *Donaldson employee*

Emerging Talent

Donaldson's robust internship program recruits individuals with the goal of converting them to full-time employees. The U.S. summer program includes professional development opportunities, panel discussions, social and team-building activities, volunteer opportunities, and a final intern expo to showcase the internship experience. The program is a key step in finding new and diverse talent.

Recent college graduates can apply to the Operations Development Associate (ODA) program. The three-year program exposes participants to diverse manufacturing roles at Donaldson locations in the United States. It helps new graduates expand their skill sets and accelerate their manufacturing, operations, or supply chain leadership careers.

Employee Success and Development

We cultivate, develop, and invest in our people, our most valuable asset. This investment directly impacts how we drive value across all aspects of our company. We continue to make enhancements to our people management systems to ensure our employees are skilled correctly, compensated competitively, and have opportunities to grow into fulfilling roles across the company.

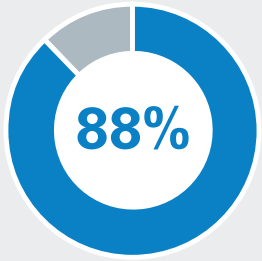
Professional Career Management

With more than 14,000 employees, our global performance process is designed to create a culture of continuous dialogue around development and feedback.

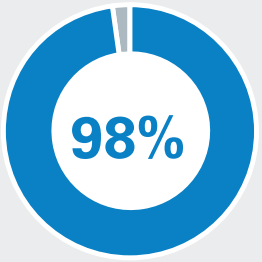
In FY22, Donaldson launched Global Career Framework (GCF), which simplified and standardized our job architecture across all geographies and businesses. Building on the foundation of the GCF, the global performance process has been augmented to promote better manager feedback, improve the aggregation of people data, and enhance the communication of objectives to help teams drive success.

Employees are empowered to own their development journey by finding a mix of activities for their career development plans designed to grow through experience, exchange, and education. These components of an Individual Development Plan (IDP) are specifically chosen to support each employee's goals and objectives in conversation with their manager. Managers and employees review IDP's activities and progress annually using our human capital management platform.

Photo by Romina Pop, *Donaldson employee*



In FY24, 88% of salaried employees indicated having performance expectations and development plans in Workday, reinforcing our culture of commitment to regular discussions on progress and performance.



98% of office employees completed at least one skills-related training in Workday.

Capturing Employee Voices

Employee feedback through surveys and town hall events is critical to gaining insights into employee satisfaction and perspectives. These inputs inform executive leadership on the employee experience and drive action by highlighting opportunities for improvement.

We use three types of surveys to capture the voice of our employees:

The **Global Employee Experience Baseline Survey** covers career development, collaboration, personal growth, inclusion, trust, and voice. The most recent survey in FY24 had a response rate of 86%.

A **Pulse Survey** is a check-in survey used to monitor progress in key areas identified in the most recent baseline survey. A pulse survey is sent to a smaller representative group of employees with fewer questions. This survey is sent out as needed.

A **Spotlight Survey** is used to gather feedback on a specific topic or initiative and is sent to a representative sample or a similar group as the baseline survey.

Town halls provide a venue for deeper engagement with employees by enabling leaders to communicate about business objectives, critical changes, and business updates that impact a wide range of functions. The CEO and executive leadership foster two-way communication at these events with employees.

Photo by April Sisperez, *Donaldson employee*

EMPLOYEE SURVEY HISTORY (four-year sampling)

"We have such a variety of people with different backgrounds and cultures that they don't just enrich you with work-related knowledge but also gain knowledge about life in general. The amount of life lessons and guidance I have received from my colleagues has been tremendous."

- FY24 Survey Participant

Employee Well-being

We are committed to advancements and investments in employees' physical, mental, and financial health, and connection to the community.

A critical way in which we deliver on this commitment is through benefit offerings. As a global company, our employee benefits vary by location and geography. Through Total Rewards — our compensation and benefit programs — we provide employees with a comprehensive and competitive reward package based on local market trends and practices. We want our employees to be their best at home and work by providing programs that offer physical, mental, and financial health support.

In the United States, which represents 30% of Donaldson's employee population, we provide an array of benefits offering employees choice and support of their overall well-being. Our programs include health and welfare benefits, retirement plan (401k), paid time away, mental health programs and coaching, and paid leave (including paid parental leave).

Physical Health

- Medical and prescription drug coverage
  - 100% coverage for preventive care
  - Tobacco cessation programs
- Dental coverage
- Hearing health care
- Vision coverage
- Virtual care (available through Doctor on Demand)
- Omada online health coaching (weight loss and diabetes)
- Hinge Health online health coaching for muscular skeletal issues
- Maternity management

Mental Health

- Learn to Live online programs and clinical assessments
- Virtual care (available through Doctor on Demand)
- Inpatient and outpatient treatment services
- Health coaching for select chronic health concerns (through Hinge Health and Omada)
- Paid time away, including PTO, Sick and Safe, vacation and holidays
- Employee Assistance Program includes short-term counseling and a variety of other resources

Financial Health

- 401(k) retirement savings
- 529 College Savings Plan
- Health Savings Account
- Life and Accidental Death and Dismemberment insurance
- Disability insurance
- Accident, Critical Illness, and Hospital Indemnity insurance
- Company paid leave: parental, military, jury duty, bereavement, and voting
- Medicare resources
- Tuition Cost Sharing
- Employee Assistance Program (legal and financial counsel)

Employee Connection and Inclusion

As a global organization, our team is made up of people with various backgrounds, experiences, and viewpoints.

Nurturing our team and evolving our culture of innovation to meet our customers' changing needs requires an inclusive, adaptable approach rooted in listening and action. Our global initiatives include recognizing and celebrating key cultural observances, creating spaces for awareness and open dialogue, and providing access to training to foster greater understanding and cultural competency.

Amplifying Voices

Our Diverse Voices Campaign and events celebrate the unique identities and experiences of employees across the company. Employees are invited to share their perspectives, values, and traditions throughout the year. These stories are then shared to foster connection, understanding, and a deeper appreciation of our employees.

Employee Resource Groups (ERG)

An ERG is a voluntary, employee-led group that fosters a sense of belonging, professional development, and community engagement. Groups are open to all interested employees.

Women in Manufacturing (new) empowers women at Donaldson through support and advocacy, fostering growth in an inclusive and innovative environment where everyone can thrive.

PRIDE@Donaldson (new) supports advocacy, education, inclusion, pride, and dignity for our lesbian, gay, bisexual, trans, and queer+ (LGBTQ+) employees and in our global workforce and communities.

The Veterans Group supports and champions veteran-related issues, events, and activities within Donaldson and our communities. In recognition of our commitment, Donaldson earned the Beyond the Yellow Ribbon Company designation, highlighting our proactive efforts to support service members, veterans, and their families.

International Women's Day event in Leuven office

CELEBRATIONS OF INCLUSION

+ The Women's Leadership Group hosted global events to promote awareness and dialogue around gender issues to inspire, support, and empower on International Women's Day.
+ In honor of Asian American and Pacific Islander (AAPI) Heritage Month in May, employees organized a program at the Bloomington campus to highlight the community's stories, cultures, and unique perspectives.
+ An autism awareness event enabled employees on the Bloomington campus to better understand autism in the workplace and promote inclusivity through experiences such as a virtual reality autism simulator.

Community Impact

Donaldson values giving back to the communities in which we live and work by sharing our time, resources, and talents to impact the world positively. We support organizations through the Donaldson Foundation and corporate philanthropy grants, scholarships, matching gifts, and sponsorships programs. Our employees also drive impact through their personal giving and volunteering efforts. This culture of philanthropy and community support is present at work through special employee-giving campaigns for organizations such as the United Way and Junior Achievement. These relationships with organizations in our communities help us build strong, thriving communities.

Donaldson Foundation

In FY24, the Donaldson Foundation distributed $1.2 million to nonprofit organizations. This includes funding for organizational grants, United Way grants, employee matching gifts, dependent scholarship program, and the $100K Challenge program. To learn more about the work of the Donaldson Foundation in FY24, read the FY24 Foundation Annual Report.

FY24 Foundation Annual Report →

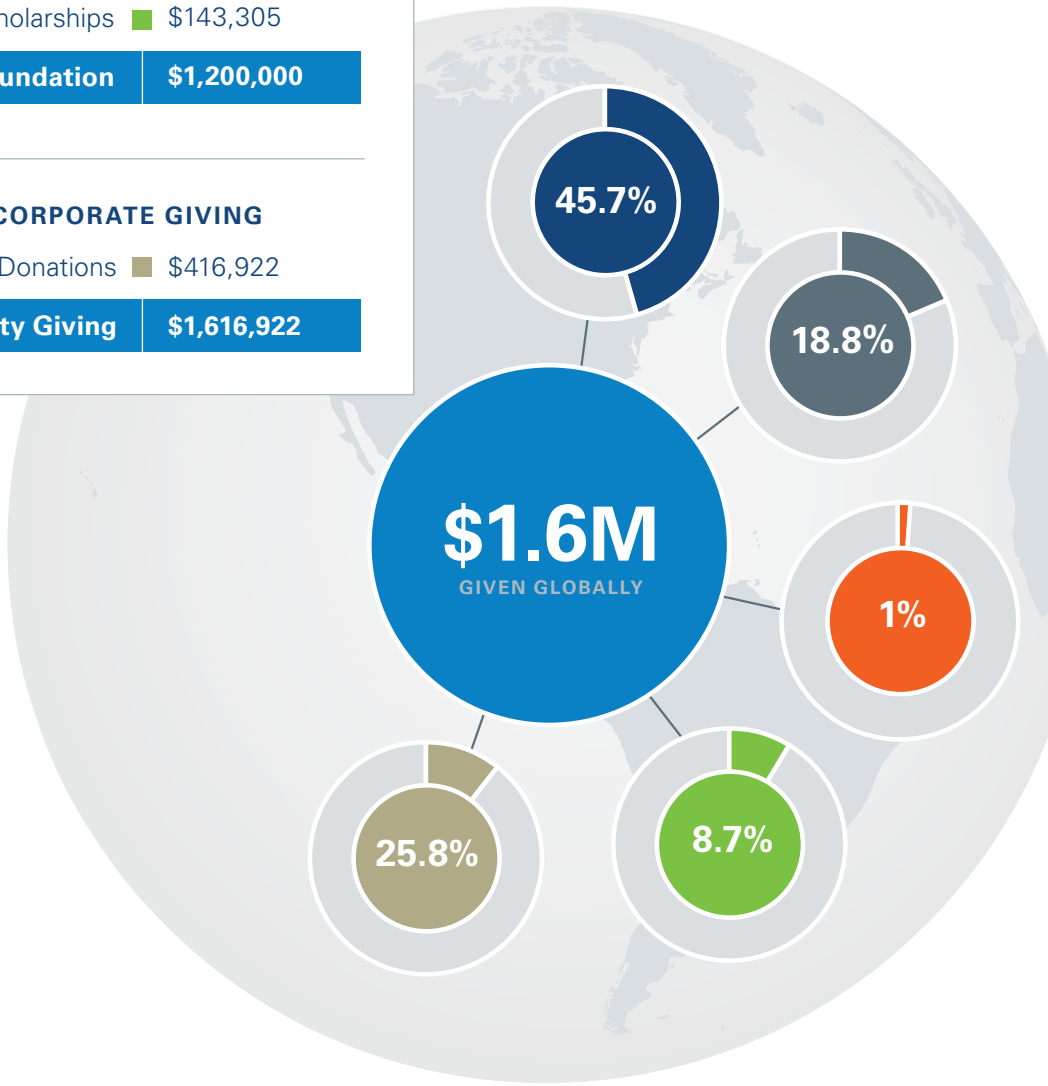
DONALDSON FOUNDATION GIVING

Organizational grants	$737,720
United Way	$302,726
Matching gifts	$16,249
Scholarships	$143,305
Total Foundation	**$1,200,000**

DONALDSON CORPORATE GIVING

International Donations	$416,922
Total Community Giving	**$1,616,922**

Donaldson has given **$1.6 million** in community support globally.



Employee Engagement

Beyond Foundation and corporate giving, employees give their time and financial support to organizations and activities that resonate with their values and address important environmental and social needs in their community. Donaldson encourages this culture of giving by providing space to unite around fundraising events or volunteer opportunities to support organizations or projects in their local communities. The following are some examples of community engagement.

DONALDSON COMMUNITY ENGAGEMENT HIGHLIGHTS

Environmental Humanitarian/Community

MS 150 Bike Ride

Team Donaldson (227 riders) helped raise more than $238,000 and biked more than 34,000 miles to support the Multiple Sclerosis Society.

BestPrep

Since 2021, more than 260 employee mentors have supported local high school students through business and career skill development programming.

Science is All of Us (Science Museum of Minnesota)

Besides Foundation sponsorship, Donaldson volunteers run interactive filtration activities during the event, supporting youth interest in STEM.

United Way

Employees and retirees gave more than $200,000 to support the United Way through an annual fundraising drive.

Employees at plant communities raised more than $70,000 for United Way chapters located near:

+ Frankfort, IN
+ Greeneville, TN
+ Dixon, IL
+ Stevens Point, WI
+ Baldwin, WI

Park Clean Up

Employees in Aguascalientes, Mexico, participated in an initiative organized by the Ciclica Foundation to collect waste near the San Pedro River. The group of 245 volunteers collected 3.5 tons of solid waste.

Building a "Bee Hotel"

In Leuven, Belgium, employees designed and built a "bee hotel" to support local pollinators near the facility. The bee habitat design was based on a Donaldson dust collector.

EcoChallenge

As part of a community-based initiative organized by Donaldson in Ostiglia, Italy, employees engaged with customers by recognizing and rewarding their sustainability efforts.

Tough Mudder

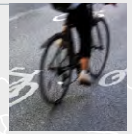
Employees in the United Kingdom Tough Mudder race raised nearly $2,000 for charities.

International Women's Day

Employees in Haan, Germany, held a workshop, which raised money for a nearby organization that supports women and children in crisis.

Cycling for Climate

About 35% of employees in Leuven, Belgium, participated in the "I Cycle to Work" campaign, encouraging people to commute via bike.



Helping the Homeless

Employees in India helped to distribute blankets to people experiencing homelessness through partnerships with local non-governmental organizations.

Food Shelf

Employees in Australia contributed canned food that was distributed to local charities.

Wat Chang School

Thailand employees supported the Wat Chang School by donating lunches, fans, and stationery, and 300 employees participated in blood drives.

Assisting the Elderly

Employees in South Korea worked with government agencies to deliver lunch boxes to older adults living alone.

Red Cross

Employees in Japan donated to the Red Cross to support disaster recovery initiatives.

Charity Federation

Employees in China collected funds for Charity Federation to support flood relief and reconstruction efforts.

Beyond Social Services

Employees in Singapore partnered with Beyond Social Services to provide milk, nappies, and financial support to families in need.

GOVERNANCE

Maintaining robust sustainability governance ensures we achieve our outcomes in a way that is consistent with our principles and values.

Photo by Steve Moon, *Donaldson employee*

Corporate Governance

Donaldson's Board of Directors drives shareholder value and guides our executive leadership team's strategic business decisions and governance practices. As of the publication of this report, Donaldson has a 10-member board of directors. Tod E. Carpenter, Donaldson's President and CEO, is chairman, and Willard D. Oberton is the independent lead director. Nine of the directors are non-employees and meet the criteria for independence. The board members bring diverse experiences, market knowledge, and backgrounds to Donaldson.

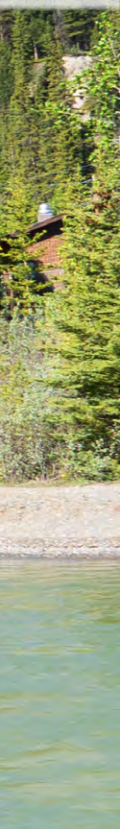
Photo by Luke Farmer, *Donaldson employee*

Proxy Statement

Donaldson's Proxy Statement contains a more detailed discussion of the board and its committee structure, responsibilities, and policies at ir.donaldson.com.

Donaldson Proxy Statement →

Sustainability Governance



BOARD OF DIRECTORS

The **Donaldson's Board of Directors** oversees Environmental, Social, and Governance (ESG) risk, including climate-related risks and opportunities, all of which inform our strategy and enterprise risk management.

The **Corporate Governance Committee** has oversight of sustainability and ESG, including climate-related risks and opportunities.

The **Audit Committee** has oversight of legal, regulatory, and compliance matters, including disclosure considerations and requirements related to ESG. This includes climate-related risks.

The **Human Resources Committee** oversees diversity and inclusion practices and policies.

MANAGEMENT

Sustainability Steering Committee

Sustainability Leadership Team

ESG Team

Sustainability Steering Committee

Donaldson's Sustainability Steering Committee guides sustainability and ESG commitments, investments, efforts, and progress. The Steering Committee, comprising executive leadership team members, meets periodically and governs sustainability strategy and execution. Oversight at this level ensures that sustainability initiatives are aligned and integrated into our overall company strategy and practices. The steering committee meets as needed, typically two times a year.

Sustainability Leadership Team

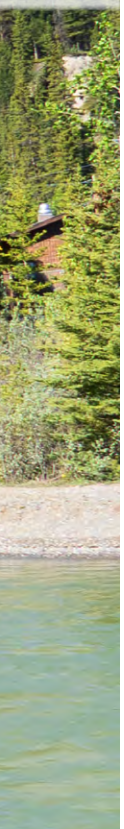
The Sustainability Leadership Team comprises global, cross-functional leaders from the Environmental, Health, and Safety (EHS); finance; human resources; operations, procurement; and sustainability functions and provides ad hoc leadership for the development and execution of the sustainability strategy. In partnership with the ESG team, its members are responsible for advancing the company's sustainability aspirations, ambitions, actions, and achievements. The progress of this work is reported to the Sustainability Steering Committee. Some leadership team members take on the role of Ambition Champion for a specific strategic sustainability ambition or goal. The Ambition Champions help lead, collaborate, align resources, and report progress to the committee and leadership team annually.

ESG Team

The ESG team is the centralized function responsible for influencing, coordinating, and driving sustainability progress. A core function of this group is collecting and organizing ESG data and reporting. In addition, the Senior Director of Investor Relations and ESG and the Senior Director of Enterprise Risk Management lead the review of climate-related responsibilities annually, with oversight by the Sustainability Steering Committee.

Cybersecurity and Data Privacy

Data and connectivity are essential to Donaldson's operations. Digital information powers our relationships with customers, employees, and suppliers, and protecting these data is critical to our ability to serve all stakeholders.



Management Approach

Donaldson's Information Security department oversees cybersecurity initiatives. This team designs and executes a global strategy that protects critical infrastructure, systems, and data, including policies and standards based on ISO 27001/27002 in alignment with the Center for Internet Security Framework. We perform monthly phishing exercises to increase awareness and require employees to complete cybersecurity training specific to their roles. Our cybersecurity policies are reviewed annually and consist of administrative, technical, and physical controls. Advanced cybersecurity technologies enable us to monitor and respond actively to threats and risks at multiple levels with preventive and detective security capabilities. Our information infrastructure and systems are also regularly evaluated through vulnerability assessment and penetration testing. Management takes a proactive approach to research and invests in cyber-defense technologies.

Audits and Reviews

Donaldson is committed to building a robust cybersecurity and data privacy culture. We take any threat and potential cyberattack seriously. As a global corporation, we comply with industry standards and applicable cybersecurity regulations. We regularly engage in enterprise-wide, internal, and external cybersecurity audits performed by reputable and trusted audit firms to ensure we meet these standards. Cybersecurity leadership regularly updates the Donaldson Board of Directors and its Audit Committee on cybersecurity strategy, program execution, and compliance activities.

Incident Response

If a cybersecurity incident occurs, Donaldson will deploy emergency response and crisis teams to manage and document the issue using our response plans. These plans have been evaluated through scenario-based practices with updates to the plans as needed. Business continuity plans and disaster recovery capabilities are documented, regularly assessed, and tested.

Photo by Noel Brethon, *Donaldson employee*

Data Privacy

Our data privacy program is built to meet the requirements of global privacy laws and the privacy expectations of customers, vendors, employees, and shareholders. Donaldson has invested in significant data security and privacy-related technologies as part of our commitment to providing a reliable and secure environment to process and protect data provided by employees, customers, and suppliers. All office employees complete annual cybersecurity and privacy training. The privacy team actively monitors changes to state, national, and global privacy regulations, and tracks privacy best practices to identify and implement enhancements to our privacy program.

Code of Conduct

The Donaldson Code of Conduct is the foundation for how we work and conduct business. It connects our values with expectations for working with integrity, respect, safety, and excellence everywhere we work and in all business relationships. Our Code applies to all employees, including our executive leadership team, board of directors, subsidiaries, business units, partnerships, and joint ventures in which Donaldson has a majority ownership position or exercises management control.

Some of the topics covered by the Code include conflicts of interest, anti-corruption, fair competition and anti-trust, data protection and data security, anti-bribery, trade compliance, non-harassment, non-discrimination, employee safety, and environmental protection. Below are a few ways we ensure the Code is embedded in the company culture and day-to-day work.

Donaldson's independent audit committee assists the board of directors in fulfilling its oversight of the compliance program, including the Code of Conduct, and monitoring reports to the Business Conduct Help Line.

Donaldson's internal audit team performs an annual audit of office and employee expenses, which includes testing for compliance with our policies to mitigate fraud and other risks.

Reporting Ethics Concerns

Donaldson encourages employees and others to report possible violations of our Code, company policy, or applicable law. The Code outlines internal communication channels for employees, such as their managers or Human Resources. The company also provides a third-party hosted business conduct help line for those who wish to make a secure and confidential report online or by phone. This is a global service and is accessible in multiple languages.

Donaldson strictly prohibits any form of retaliation—including harassment, discrimination, or threats of demotion or termination—stemming from a report made in good faith or for participation in any investigation.

The Speak Up platform is advertised via posters in common areas within both corporate and plant locations. Reports are routed to the Global Compliance team for investigation and resolution. The Vice President of Global Compliance also provides periodic updates to the Audit Committee.

Awareness Training

During onboarding, new employees are educated on our Code, and they affirm their understanding of and adherence to it. The annual ethics training program provides online learning modules for office employees on select topics included in the Code. Additional compliance training is provided to employees based on risks identified in their job roles.

In FY24, employees completed more than 32,000 course assignments related to the Code. The Code is available in 17 different languages for our global workforce.

Donaldson Code of Conduct →

Business Conduct Help Line →

ACHIEVEMENTS

+ In each global region, Donaldson established compliance principals or individuals who advise employees in ethical leadership, facilitate proper decision-making, and provide teams with tools and resources to advance ethical business practices.
+ A new online disclosure management approval tool was implemented in addition to the annual global employee conflicts of interest survey. The tool centralizes the approval of gifts, entertainment, and charitable donations that might exceed the value threshold. The system also creates a central data source for internal audit review.

Sustainable Procurement

Donaldson builds its customer relationships on trust, and supply chain transparency is necessary to navigate complex global supply chains and production processes.

The Donaldson supply chain management program, known as Donaldson Buys Value (DBV), defines expectations for our suppliers. The program, updated in FY24, is focused on establishing quality, service, cost, and sustainability metrics that align our valued supply partners with Donaldson's values, strategies, and actions.

Donaldson establishes its sustainability and human rights expectations through the Supplier Code of Conduct and Sustainability Policy. These expectations cover multiple areas, including environmental, ethics, diversity, labor and human rights, and sustainable procurement. The Global Purchase Order Terms and Conditions, which references the Supplier Code of Conduct and Sustainability Policy, are binding parts of the terms that govern the purchase of goods and services. In this way, we ensure that our suppliers produce and deliver goods with sound environmental, health, and safety practices and comply with applicable laws.

Donaldson uses tools such as our supplier self-assessments, audits, business conduct help line (ethics.donaldson.com), internal controls, and procedures to discourage and prevent improper conduct. The Supplier Code of Conduct and Sustainability Policy also outlines our expectations for suppliers to comply with all applicable laws and regulations. As we collaborate with our suppliers to meet these expectations, we help ensure our core values and sustainability commitments extend across our supply chain.

We also manage the risks associated with critical materials. For more information, refer to the Sustainability Accounting Standards Board (SASB) report on page 64.

Donaldson Buys Value Program →

Supplier Code of Conduct and Sustainability Policy →

Business Conduct Helpline →

ACHIEVEMENTS

+ Donaldson introduced suppliers to the updated DBV scorecard in early FY24, which includes sustainability measures to evaluate supplier sustainability maturity. In its first fiscal year, the program had 78 suppliers assessed against the new sustainability criteria. This update to the DBV program deepens our understanding of how suppliers manage risks by identifying applicable ISO-certified management systems and disclosures to third parties, such as CDP and EcoVadis.
+ Globally, 100% of our category managers received training on sustainable procurement in FY24, empowering them to engage suppliers on our sustainable procurement expectations better.

Human Rights

Donaldson is committed to conducting business with integrity and respect. The Donaldson Code of Conduct, Human Rights Policy, and compliance policies apply a high standard of ethics and business conduct everywhere we operate and within every business relationship, including protecting human rights and fair labor practices within our operations and value chain. As a global company, we are committed to complying with applicable international regulations and following the local laws of each country where we do business.

Human Rights

While our Code of Conduct describes Donaldson's expectations related to ethics and business conduct, the Human Rights Policy formalizes our commitment to safe, healthy, and respectful workplaces as we continue to build a more diverse, equitable, and inclusive work environment where all individuals are valued, respected, and empowered.

Human Rights Policy →

Report on Forced-labor Compliance →

Modern Slavery and California Transparency Statements →

Conflict Minerals Policy →

Conflict Minerals Report →

Across the following topics, the human rights policy outlines how we deliver on these commitments:

+ Environmentally-responsible, safe, and healthy workplace
+ Equal and non-discriminatory practices
+ Wages and working hours
+ Freedom of association and collective bargaining
+ Supplier expectations
+ Child, slave, or forced-labor restrictions
+ Conflict minerals
+ Governance and reporting process

Photo by Amanda Symes, *Donaldson employee*

Ethical Sourcing

Donaldson takes issues of child, slave, or forced-labor and other unethical labor practices in our supply chain very seriously. Our partners (including dealers, distributors, consultants, agents, suppliers, vendors, contractors, or other third parties) are expected to treat everyone with respect and dignity. All Donaldson suppliers must provide working conditions that are fair, non-discriminatory, equitable, and safe. Donaldson outlines specific actions to address these issues in our report on forced-labor compliance.

Conflict Minerals and Material Compliance

Our Conflict Minerals Policy states our commitment to ensuring Donaldson or our supply chain partners do not source conflict minerals. Our Supplier Code of Conduct and Sustainability Policy requires our suppliers to conform to our Conflict Minerals Policy. We use a third-party assessment and certification provider for our annual conflict minerals report, which outlines our policy, due diligence, controls, and risk-management process.

We also require suppliers to comply with all applicable environmental, health, and safety laws; substance regulations; and directives, including, but not limited to, REACH, RoHS, ISPM 15, anti-lead regulations, Transportation HazMat/Dangerous Goods regulations, and their global equivalents. We communicate these requirements in our Purchasing Terms and Conditions, Supplier Code of Conduct and Sustainability Policy, and Supplier Quality Manual.

Product Quality

A key component of delivering for our customers is ensuring we understand, anticipate, and prioritize their needs. Donaldson's Quality Policy establishes our commitment to quality and is supported by our quality management system that helps us:

- Meet regulatory requirements
- Prioritize safety, sustainability, and reliability
- Eliminate waste and variation
- Develop and empower our people
- Prevent problems in all activities

From supplier quality assurance to product development and beyond, our embedded quality processes help us navigate risk management and compliance requirements to meet customer needs and achieve consistent results. Our approach to quality is outlined and communicated to our employees through training using the Donaldson Pillars of Quality.

All production and distribution facilities are certified to at least one quality management standard, depending on the industry or customer-specific requirements for the products produced at that location. We have adopted the current revisions of IATF 16949, ISO 9001, and AS/EN9100. A complete list of quality certifications by site can be found on our www.donaldson.com.

Incident Investigation and Corrective Action

Donaldson's corrective action program is critical to achieving manufacturing excellence, product reliability, and safety. It helps our teams identify and address non-conformity issues in our processes and products and establishes a systematic way to analyze and resolve problems to improve quality and efficiency continuously.

To support this work, Donaldson has implemented company-wide risk assessment methodologies, such as Failure Mode and Effects Analysis (FMEA), as part of its quality risk-management program and to support the development of high-reliability products. FMEAs leverage cross-functional teams to analyze and prioritize performance and quality risks during the product lifecycle. Teams review the risk prioritization and develop recommended actions that, when executed, reduce the risk to an acceptable level. Once the team has a management agreement to drive design and manufacturing process improvements, they can leverage existing strategies to implement the plan.

APPENDIX

Photo by Paul Lyons, *Donaldson employee*

About this Report

Donaldson's fiscal year 2024 (FY24) Sustainability Report was published in April 22, 2025, and reflects activities and initiatives in the fiscal year (August 1, 2023, through July 31, 2024).

All quantitative company data, unless otherwise stated, reflects FY24. Unless noted, goals and other data in the report reflect our global operations as relevant. All financial figures in this report are presented in U.S. dollars (USD). Information on our company, policies, and governance can be found on www.donaldson.com and ir.donaldson.com.

Forward-looking Statements

Statements in this report regarding future events and expectations, such as forecasts, plans, trends, and projections relating to Donaldson's business performance and sustainability goals, are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and are identified by words or phrases such as "will likely result," "are expected to," "will continue," "will allow," "estimate," "project," "believe," "expect," "anticipate," "forecast," "plan," and similar expressions. These factors include, but are not limited to, economic, industrial, and governmental developments that may impact our operations. These and other risks and uncertainties are described in Item 1A of Donaldson's annual report on Form 10-K for the period ended July 31, 2024, and may be updated occasionally in other Donaldson reports filed with the SEC. Donaldson makes these statements as of the date of this report and undertakes no obligation to update them unless otherwise required by law.

Materiality

The information included in this report should not be construed as a characterization of that information's materiality or financial impact for SEC reporting purposes. For purposes of this report, we use the definitions of materiality in the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, which differ from the definition used for SEC filings.

Trademarks

Photo by Angkhana Krutmuanvai, *Donaldson employee*

Data Table

Product Metrics

	FY22	FY23	FY24
R&D Investment	$69,100,000	$78,100,000	$93,600,000
Spend % of Net Sales	2.1%	2.3%	2.6%

Environment

Calculation Methodology: *The methodology used to calculate our GHG emissions is in accordance with the World Resources Institute (WRI) GHG Protocol. Donaldson uses the operational control approach to set our inventory boundary. The inventory includes data from fully owned manufacturing plants, large warehouses, distribution centers, and regional headquarters. Leased offices and small warehouses are excluded, as they represent less than 1% of total emissions.*

Correction: *The FY23 emissions data was updated to accurately reflect green tariff contracts and better align the categorization of biogas and heat produced from waste incineration. The adjustments did not trigger our threshold for baseline recalculation.*

GHG EMISSIONS (MARKET BASED)

	FY21	FY22	FY23	FY24
Scope 1 GHG Emissions (mt CO_2e)	25,379	26,864	23,764	23,535
Scope 2 GHG Emissions (mt CO_2e)	88,040	86,781	68,434	69,403
Total Scope 1 and Scope 2 GHG Emissions (mt CO_2e)	113,419	113,645	92,198	92,938
Emission Reduction – Energy Attribute Certificates (mt CO_2e)			-10,319	-5,449
Earned Hours (thousands of hours)	10,453	11,636	9,941	10,479
GHG Intensity (mt CO_2e per earned hour)	10.9	9.8	9.3	8.9

GHG EMISSIONS (LOCATION BASED)

	FY21	FY22	FY23	FY24
Scope 1 GHG Emissions (mt CO_2e)	25,379	26,864	23,764	23,536
Scope 2 GHG Emissions (mt CO_2e)	88,077	86,909	83,313	82,444
Total Scope 1 and Scope 2 GHG Emissions (mt CO_2e)	113,456	113,773	107,077	105,980

Environment

MARKET BASED - REGIONAL GHG EMISSIONS SCOPE 1 AND 2

	FY21	FY22	FY23	**FY24**
EMEA Scope 1 (mt CO_2e)	7,001	7,034	6,409	7,167
EMEA Scope 2 (mt CO_2e)	19,119	18,598	15,606	11,475
LATAM Scope 1 (mt CO_2e)	2,704	2,688	2,789	3,359
LATAM Scope 2 (mt CO_2e)	11,028	12,180	6,637	12,883
US/Canada Scope 1 (mt CO_2e)	14,127	15,653	13,722	12,214
US/Canada Scope 2 (mt CO_2e)	39,183	37,443	34,892	31,693
APAC Scope 1 (mt CO_2e)	1,547	1,489	844	795
APAC Scope 2 (mt CO_2e)	18,711	18,560	11,299	13,351

Correction: *The FY23 emissions data was updated to accurately reflect green tariff contracts and better align the categorization of biogas and heat produced from waste incineration. The adjustments did not trigger our threshold for baseline recalculation.*

ENERGY USAGE (ALL SOURCES)

	FY21	FY22	FY23	**FY24**
Renewable Energy Usage (MWh)	15,348	16,403	16,061	21,829
Non-renewable Energy Usage (MWh)	303,091	320,565	287,295	284,046
Total Energy Usage (MWh)	318,439	336,968	303,356	305,875
Energy Intensity	30.5	29.0	30.5	29.2

ENERGY EFFICIENCY PROJECTS

	FY22	FY23	**FY24**
Total Energy Efficiency Projects Completed	72	66	134
Annualized Energy Reduction from Projects (MWh)	10,800	8,322	14,961
Annualized Emission Reduction from Projects (mt CO_2e)	4,990	2,900	4,219

Non-Hazardous Waste: *Includes landfill and incinerated waste from operations.*

WASTE MANAGEMENT

	FY21	FY22	FY23	**FY24**
Recycling (metric tons)	26,197	28,012	26,106	26,873
Non-hazardous Waste (metric tons)	9,730	9,542	9,722	9,631
Total Waste (metric tons)	35,927	37,554	33,828	36,504

Environment

WATER MANAGEMENT

	FY21	FY22	FY23	**FY24**
Total Water Withdrawal (megaliters)	551	503	548	513

Social

LIFE CHANGING EVENTS

	FY21	FY22	FY23	**FY24**
Fatalities - Employee and Temps	0	0	0	0
Total Life-Changing Events	2	5	4	7

HEALTH AND SAFETY MANAGEMENT

	FY21	FY22	FY23	**FY24**
Total Recordable Incident Rate (TRIR)	1.60	1.45	1.09	1.01
Lost Workday Incident Rate (LWIR)	0.60	0.64	0.56	0.48
Plants with Zero Recordable Incidents	12	13	17	23

DONALDSON FOUNDATION

	FY22	FY23	**FY24**
International Donations (USD)	—	—	$416,922
Donaldson Foundation Charitable Giving (USD)	$1,200,000	$1,200,000	$1,200,000
Total Community Giving (USD)	$1,200,000	$1,200,000	$1,616,922

Governance

ETHICS COURSE COMPLETIONS

	FY22	FY23	**FY24**
Ethics Training	100% of assigned workforce	100% of assigned workforce	100% of assigned workforce

Stakeholder Engagement

In 2024, Donaldson conducted its first Double Materiality assessment that helped identify which Environmental, Social, and Governance (ESG) topics are most important by evaluating both the impact of the company on external factors such as the environment and people and the risks and opportunities ESG topics have on our business.

The following stakeholder engagement table shows the methods used to inform our ESG strategy and reporting priorities.

Type of Stakeholder	Details of Engagement	Outcomes
CUSTOMERS	**We proactively engage with our customers by continuing to monitor their evolving needs. We engage customers through sustainability information requests, regular sales dialogue, and sustainability reports created by our customers.**	Customer engagement is a critical way for Donaldson to understand regulatory, product, quality, sustainability, and other needs related to its business. As a company principle, delivering for our customers is based on our shared understanding of these essential needs. We address these needs through collaboration that drives measurable outcomes and meaningful sustainability value.
INVESTORS	**We engage investors through regular interactions, including earnings calls, investor presentations, and public disclosures such as our sustainability report. We also leverage external ESG assessments to share insight into our ESG performance and strategy.**	These engagements provide an understanding of investor concerns and expectations related to ESG topics. As we mature our strategy and communications, we see these activities as essential for investors to be well-informed and confident in their investments.
EMPLOYEES	**We strive to build awareness of our sustainability work and share opportunities for employees to engage in these efforts to drive a sense of pride and ownership for these efforts across our company. Employees in various functions also play critical roles in executing sustainability strategies and fostering collaboration and results.**	This engagement helps drive a common purpose around relevant topics with measured results. That ownership is most evident in our 2030 Sustainability Ambitions and helps to foster a culture of responsibility, collaboration, and continuous improvement.
SUPPLIERS	**Like investors, we have regular and structured engagements with our suppliers through various channels, including our supplier sustainability self-assessments and our preferred supplier program, Donaldson Buys Value.**	These engagements empower suppliers to make meaningful contributions to environmental and social responsibility while aligning with our 2030 Sustainability Ambitions.

TCFD REPORT

Fiscal Year 2024

The Task Force on Climate-related Financial Disclosures (TCFD) report outlines Donaldson's governance, strategy, risk management, and metrics and targets associated with climate-related risks and opportunities.

With the help of a third-party consultant, Donaldson began with the TCFD universe of physical and transition risks and opportunities and prioritized them based on potential impact, likelihood, and stakeholder relevance. The TCFD framework has been incorporated into our overall governance, risk assessment, and strategy. We will continue to evaluate our position and strategy and increase our readiness for potential physical and transitional risks associated with climate change.

Governance

a) Describe the board's oversight of climate-related risks and opportunities.

The Donaldson Company Board of Directors has oversight of sustainability and Environmental, Social, and Governance (ESG), including climate-related risks and opportunities. Sustainability, ESG, and climate-related risks and opportunities inform our strategy and enterprise risk management.

+ The Corporate Governance Committee has oversight of sustainability and ESG, including climate-related risks and opportunities.
+ The Audit Committee has oversight for legal, regulatory, and compliance, including disclosure considerations and requirements related to ESG and climate-related risks.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

Donaldson's **Executive Leadership Team** has oversight and accountability for the day-to-day management of company risks, including climate-related risks and how they inform overall business strategy. The Sustainability Steering Committee and the Enterprise Risk Management (ERM) Committee provide oversight for management of the company's climate-related risks.

The **Sustainability Steering Committee** is responsible for guiding sustainability and ESG commitments, investments, efforts, and progress. The steering committee, consisting of members of the executive leadership team, meets periodically and governs sustainability strategy and execution. Oversight at this level ensures that sustainability initiatives are aligned and integrated into the overall company strategy and practices.

The **Sustainability Leadership Team** comprises a group of global, cross-functional leaders from the environmental, health, and safety (EHS), finance, human resources, operations, procurement, and sustainability functions. The Sustainability Leadership Team is responsible for the development and execution of the sustainability strategy, and its members are responsible for developing, executing, and advancing the company's sustainability aspirations, ambitions, actions, and achievements. The progress of this work is reported to the steering committee on a periodic basis. Some Sustainability Leadership Team members take on the role of Ambition Champion for a strategic sustainability ambition or goal. The Ambition Champions help lead, collaborate, align resources, and report progress to the steering committee and Executive Leadership Team.

The **ESG Team** is the centralized function responsible for influencing, coordinating, and driving sustainability progress. A core function of this group is collecting and organizing ESG data for reporting. The Senior Director of Investor Relations and ESG and the Senior Director of ERM lead the review of climate-related responsibilities, with oversight from the Sustainability Steering Committee.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Donaldson performed a climate-related risk and opportunity assessment to identify the priority issues to which the organization is exposed. With the help of a third-party consultant, Donaldson began with the TCFD universe of physical and transition risks and opportunities and supplemented them with insights drawn from peer disclosures, industry research, and internal stakeholder interviews. These risks and opportunities were then prioritized based on potential impact, likelihood, and stakeholder relevance. Three risks and three opportunities were identified for a further qualitative and quantitative scenario analysis.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Each of the prioritized risks and opportunities was assessed against three of the Intergovernmental Panel on Climate Change's (IPCC's) Shared Socioeconomic Pathways (SSPs) and considered over a short- (until 2025), medium- (2026-2030) and long- (2030-2050) term horizon. The SSPs considered were an Aggressive Climate Action Scenario (SSP1-2.6), Moderate Climate Action Scenario (SSP2-4.5), and Insufficient Climate Action Scenario (SSP5-8.5). These scenarios and time horizons are described later in the Strategy section.

RISK 1

Transition to Alternative Powertrain Technologies May Cause Decreased Demand for Diesel Engine Filtration Products

Risk type: Market

Description: As the world transitions to a low-carbon economy, equipment using conventional carbon-intensive fuels will likely be replaced with alternatives. The shift to alternative powertrain technologies may reduce demand for Donaldson's traditional diesel engine products, such as engine air or liquid filtration products, provided by our Mobile Solutions segment.

Transition to alternative powertrain technologies in the agricultural, construction and mining machinery, commercial vehicle, and aerospace and defense industries that our Mobile Solutions products support will likely follow a longer transition pathway when compared to the passenger vehicle market. In the Aggressive and Moderate Climate Action Scenarios, we expect this demand shift from diesel to alternative powertrains to occur in the medium- and long-term horizons. In the Insufficient Climate Action Scenario, we expect a more modest transition to alternative powertrain technologies, emerging more in the long-term.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Impact

Time horizon: Medium- to long-term

Magnitude of potential impact: High

Primary potential financial impact: Decreased revenues due to reduced demand for diesel engine products

Approach

Donaldson continues to invest in research and development to identify technologies, products, and solutions for emerging market segments, such as filtration products for alternative powertrain technologies, to ensure we can maintain or increase our market share in a lower-carbon economy. Alternatives, such as hydrogen fuel cells and electric batteries, represent versatile power solutions as the world moves to reduce its reliance on carbon-intensive energy sources.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Donaldson has decades of advanced engineering expertise and proven solutions related to hydrogen fuel cells and electric vehicle batteries that support the efficiency and reliability of zero-emissions vehicles. Our innovative cathode air intake filtration technologies promote system longevity by protecting fuel cell components from harsh contaminants, including dust, water, and chemicals. Donaldson's expanded polytetrafluoroethylene (ePTFE) membranes are integral to fuel cell proton exchange membranes and help generate electricity by supporting efficient ion transfer within fuel cell electrode assemblies. Our fuel cell and battery vent technologies support the drive to zero emissions mobility by helping protect highly sensitive fuel cell and electric vehicle battery packs.

Beyond our alternative power solutions, Donaldson is continuing to advance into the life sciences industry. These investments hold advantage and help diversify our product offering. Our investments in life sciences will enable us to provide more comprehensive solutions to food and beverage customers and expand our access to biopharma and other key life sciences markets. With a strong pipeline of opportunities for both focused organic growth and acquisitions, we have confidence we can deliver on our strategic priorities while creating value for our stakeholders as the world transitions to a low-carbon economy.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

RISK 2

Carbon Pricing Mechanisms

Risk type: Policy and Legal

Description: As more countries consider implementing regulations around the cost of carbon, Donaldson faces risks related to increased operational costs, which may differ across jurisdictions in which we operate. We view these potential regulations as an industry challenge rather than a specific risk to Donaldson. Raw materials and goods such as iron, steel, aluminum, electricity, natural gas, and hydrogen could be subject to additional taxes. These directives also may increase the price of goods Donaldson procures or manufactures.

In the Aggressive Climate Action Scenario, we expect these carbon pricing mechanisms to increase globally, leading to a quicker reduction in the use of carbon-intensive fuels. Under the Insufficient Climate Action Scenario, we expect little to no increase in carbon prices in the short and medium term, with large spikes in the price of carbon in the long term.

Impact

Time horizon: Medium- to long-term

Magnitude of potential impact**:** Low to medium

Primary potential financial impact: Increased capital, raw material, and operational costs to comply with carbon pricing mechanisms or the need to modify operations and product specifications to decrease the impact of carbon pricing mechanisms

Approach

Donaldson continues to see relatively low financial impact due to regional or localized carbon taxes. Donaldson has started reporting under the EU's Carbon Border Adjustment Mechanism (CBAM). We have a relatively small scope of products that are directly impacted. We continue monitoring the financial impact slated to begin in 2026.

Donaldson is committed to helping mitigate climate change. We continue progressing against our Scope 1 and 2 GHG emission reduction goals. By working toward our 2030 Sustainability Ambition, we can continue mitigating the risk associated with carbon pricing mechanisms. Our GHG reduction ambition and roadmap include executing operational energy efficiency projects to reduce our energy demand and a mix of renewable energy procurement strategies. Read more about these efforts in the Planet section.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

RISK 3

Business and Supply Chain Disruptions from Physical Risks

Risk type: Acute and Chronic Physical Risks

Description: Donaldson may see increased business interruption and workforce and service impacts on operations due to climate-related events such as extreme weather events (e.g., floods, fires, and storms). These climate-related risks may also cause supply chain disruptions as severe weather events may hinder the movement of goods, both to our customers and from our suppliers, causing strain on our supply chain, delivery of goods, and overall ability to conduct business. Under the Insufficient, Moderate, and Aggressive Climate Action Scenarios, Donaldson will likely see increased exposure and severity to acute and chronic climate-related physical risks on our global operations and supply chain over the short, medium, and long terms.

Impact

Time horizon: Short-, medium-, and long-term

Magnitude of potential impact: Medium to high

Primary potential financial impact: Decreased revenues and higher costs due to business interruptions and productivity losses

Approach

As the climate changes and severe weather events increase in frequency and severity, Donaldson continuously takes steps to mitigate the risks to operations and supply chain. This assessment has identified priority acute and chronic physical risks to Donaldson's operations and suppliers. We continue to build contingency plans at manufacturing facilities to increase our ability to provide customers with our products during disruptions from extreme weather events. As part of our risk management process, we consider the concentration of our suppliers' locations and exposure to physical risks to gain insight into additional related risks to our supply chain. We also have built redundancies in our supply chain and made strategic investments in our inventory so we may continue procuring the materials needed to manufacture our products.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

OPPORTUNITY 1

Increased Demand for Alternative Power Solutions

Opportunity type: Markets, Products and Services, Resilience

Description: As the world transitions to a low-carbon economy, our customers will look to Donaldson to provide filtration solutions for alternative powertrain technologies. Donaldson has a tremendous opportunity to grow in this new market by providing filtration products to support alternative powertrains, namely in hydrogen fuel cell and battery venting applications. By becoming the filtration provider of choice for these emerging technologies, Donaldson can maintain a high market share in mobile filtration solutions to support revenues.

Under the Aggressive Climate Action Scenario, we expect this market for alternative powertrain filtration products to emerge in the medium term. The market may take longer to mature under the Moderate and Insufficient Climate Action Scenarios due to decreased regulatory incentives and mandates and customers taking longer to develop these technologies to commercial scale. Donaldson has already developed product solutions for multiple alternative powertrain technologies and will continue to monitor the evolving landscape to meet the demands of our customers.

Impact

Time horizon: Medium- to long-term

Magnitude of potential impact: High

Primary potential financial impact: Revenues and market share from increased sales on alternative powertrain technologies

Approach

Donaldson continues to invest in research and development to identify technologies, products, and solutions for emerging market segments, such as filtration products for alternative powertrain technologies. Donaldson's product offerings in this space already include fuel cell air intake filtration, proton exchange membranes, and fuel cell and battery vents. Through the continuous planned expansion of products in the alternative powertrain market, Donaldson is preparing to capitalize on the opportunity emerging from the transportation sector to transition away from conventional carbon-intensive fuels. Learn more in the Products section.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

OPPORTUNITY 2

Cost Savings Due to Improved Operational Energy Efficiency and Increased Procurement of Renewable Energy

Opportunity type: Resource Efficiency and Energy Source

Description: Donaldson has an opportunity for cost savings as we reduce our energy consumption as part of our GHG reduction goal. As we advance our renewable energy procurement strategy to reduce our GHG emissions, we will work to develop a portfolio of sources that can potentially deliver a predictable cost for renewable energy. Under the Aggressive and Moderate Climate Action Scenarios, Donaldson expects to see increasing returns on investments made to reduce energy consumption through the medium and long term. These scenarios also incorporate a faster transition to a majority use of renewable energy, and transition risks are greater as companies face reputational risks based on increased climate action expectations. In the Insufficient Climate Action Scenario, the global economy may see increased costs of resources such as electricity and other fuels as changes in climate increase the need for fuels and electricity to maintain the heating and cooling of buildings during extreme weather events.

Impact

Time horizon: Short- to medium-term

Magnitude of impact: Low to medium

Primary potential financial impact: Increased returns on efficiency investments and ongoing reduction of operating costs due to reduced energy consumption

Approach

Donaldson's GHG reduction ambition and roadmap include executing operational energy efficiency projects to reduce energy demand. In FY24, we continued making progress against opportunities identified in our energy efficiency assessment. Each Donaldson facility's annual energy reduction goal aligns with our emission reduction roadmap. The speed and scale at which Donaldson can incorporate energy efficient improvements will determine cost savings. Learn more about this work in the Planet section.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

OPPORTUNITY 3

Increased Demand for Climate-friendly Filtration Products

Opportunity type: Market

Description: Customers may increasingly search for lower carbon products, and Donaldson may see increased market share if we can incorporate and market the environmentally preferred attributes of our product offerings. From our analysis, we may see markets for these products emerge in the medium term under the Aggressive and Moderate Climate Action Scenarios, with the markets maturing in the long term. These markets may take longer to emerge in the Insufficient Climate Action Scenario, with more demand in the long term.

We expect to see increased demand across all considered climate scenarios for industrial products, especially filtration products for natural gas applications. This demand could peak in the medium term for the Aggressive Climate Action Scenario as coal and oil applications are replaced with natural gas before eventually moving toward cleaner energy sources. Under the Moderate Climate Action Scenario, we expect demand for industrial filtration products related to natural gas to peak later, moving toward the longer term. Finally, under the Insufficient Climate Action Scenario, we expect demand for such products to continue increasing through the long term.

Impact

Time horizon: Medium- to long-term

Magnitude of potential impact: Low to medium

Primary potential financial impact: Increased revenues

Approach

Donaldson offers products that help our customers manage their environmental impacts and reach their sustainability goals. Further, Donaldson invests in research and development to continue our long history of innovating products to help customers achieve their environmental goals. Such investments are evidenced by our life science and food and beverage acquisitions. These investments will enable us to continue providing products with climate-related benefits.

Strategy

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Donaldson assessed the potential impacts of climate-related risks and opportunities through scenario analysis, examining three time horizons and three climate scenarios. The time horizons are short- (until 2025), medium- (2026-2030), and long- (2030-2050) term horizons. The scenarios use information consistent with the Intergovernmental Panel on Climate Change's (IPCC's) Shared Socioeconomic Pathways (SSPs). These scenarios are:

+ **Aggressive Climate Action Scenario:** This scenario is consistent with the IPCC's SSP1-2.6, assuming an average global temperature increase of 1.7°C from 2041-2060 and 1.8°C from 2081-2100 compared to the preindustrial age. This scenario is characterized by ambitious global collaboration by governments, society, and industry toward climate-related commitments, laws, and regulations determined to reduce GHG emissions and negative environmental impacts. These measures could intensify transitional changes like new regulations for Donaldson. The rapid reduction of GHG emissions is expected to lead to lower climate-related events or physical risks in the long term.

+ **Moderate Climate Action Scenario:** This scenario is consistent with IPCC's SSP2-4.5, assuming an average global temperature rise of 2°C from 2041-2060 and 2.7°C from 2081-2100 compared to the preindustrial age. This scenario is characterized by moderate emissions reductions and consistent application of laws and provisions among governments. The moderate pace of action is expected to result in a slower pace of emissions reductions and higher frequency and intensity of physical risks, severe ecosystem and biodiversity loss, and large reduction of available agricultural lands.

+ **Insufficient Climate Action Scenario**: This scenario is consistent with the IPCC's SSP5-8.5, assuming an average global temperature increase of 2.4°C from 2041-2060 and 4.4°C from 2081-2100 compared to the preindustrial age. This scenario is characterized by less ambitious emissions reductions and a wide range of laws and provisions across the globe. The lack of action is expected to result in the slowest pace of emissions reductions and highest frequency and intensity of physical risks and severe ecosystem and biodiversity loss.

Donaldson's priority climate-related risks and opportunities impact Donaldson in various ways over the time horizons and scenarios considered. We believe we are well-positioned to mitigate the risks and seize the opportunities across the evaluated scenarios discussed above. Donaldson will consider the quantitative and qualitative results of the scenario analyses as we continue to evaluate our position and strategy, always with the mission of advancing filtration for a cleaner world.

Risk Management

a) Describe the organization's processes for identifying and assessing climate-related risks.

The ERM Committee monitors the risk environment for Donaldson and provides direction for activities to mitigate, to an acceptable level, the risks, including climate-related risks, that may impair our ability to achieve our goals. The committee facilitates ongoing identification of key climate-related risks and continuous improvement capabilities for managing those risks.

The ERM Committee meets periodically and is composed of the Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and other key members of leadership, which represent global business and functional areas. The composition of the ERM Committee is intended to provide a broad knowledge of operations, strategy, and sensitivity to the management of key risks, including climate-related risks, and related events that could significantly impair our ability to meet our goals.

A cross-functional TCFD group, which includes external advisors, was formed to advance the identification and assessment of climate-related risks and opportunities. The group's efforts are intended to improve our capability for identifying and managing climate-related risks and enhance company ERM and strategy-setting processes.

b) Describe the organization's processes for managing climate-related risks.

Climate-related risks are identified and monitored through the ERM process and at the business unit level, with the management of the specific risks occurring at the business unit level as part of our normal strategy setting process. The process includes oversight and support from the Sustainability Steering Committee and Executive Leadership Team as noted in the Governance section.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate-related risks are managed as part of the company's overall process for management of key business risks. Business units have primary responsibility for identifying and managing risks, including climate-related risks, while the ERM Committee monitors risk management activities through periodic reviews. The board of directors has responsibility for the oversight of risk management and, either as a whole or through its committees, regularly discusses with management the company's risk assessments and risk management procedures and controls. Further integration and planning of climate-related risks into overall risk management is ongoing.

Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Donaldson is committed to helping mitigate climate change and operating sustainably. We continue to make investments, refine practices, and prioritize climate action to reduce GHG emissions across our operations and facilities through renewable energy investments and energy efficiency improvements.

The methodology used to calculate our GHG emissions is in accordance with the World Resources Institute (WRI) GHG Protocol. Donaldson uses the operational control approach to set our emissions inventory boundary. Our data include all Donaldson manufacturing plants, distribution facilities, and regional headquarters, excluding standalone country headquarters, sales offices, and small warehouses.

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

GHG EMISSIONS SUMMARY

Scope	FY24
Scope 1 (mt CO_2e)	**23,536**
Scope 2 location-based (mt CO_2e)	**82,444**
Scope 2 market-based (mt CO_2e)	**69,403**
Scope 3	Donaldson does not currently track or report Scope 3 GHG emissions.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Donaldson's sustainability strategy – Filtration for a Thriving Future – establishes a set of 2030 Ambitions, including a GHG emissions reduction target. We are targeting an absolute reduction of our Scope 1 and 2 GHG emissions by 42% by the end of fiscal year 2030 from a fiscal year 2021 baseline. This ambition, along with an execution roadmap, is science-based and aligns with the Intergovernmental Panel on Climate Change (IPCC) 1.5°C global warming scenario.

This target was established in fiscal year 2022 by a cross-functional team of operations, procurement, sustainability, and EHS leaders. The group engaged with external subject matter experts to develop a long-term carbon reduction strategy and detailed execution roadmap. The 2030 GHG emissions reduction target, strategy, and execution plan positions Donaldson to make the necessary investments to help manage climate-related risks.

SASB INDEX

The International Sustainability Standards Board (ISSB) of the IFRS Foundation is responsible for maintaining the SASB Standards. Donaldson reports against the Industrial Machinery and Goods standards defined by SASB's Sustainable Industry Classification System (SICS). The information in the report is based on data for FY24.

SASB Index

Topic	Metric	Units	Code	Response
ENERGY MANAGEMENT	**Total energy consumed**	Gigajoules (GJ)	RT-IG-130a.1	1,101,150 GJ
	Percentage grid electricity	Percentage (%)	RT-IG-130a.1	51%
	Percent renewable	Percentage (%)	RT-IG-130a.1	7%
EMPLOYEE HEALTH AND SAFETY	**Total recordable incident rate (TRIR)**	Rate	RT-IG-320a.1	TRIR = 1.01*
	Fatality rate	Rate	RT-IG-320a.1	Fatality Rate = 0*
	Near miss frequency rate (NMFR)	Rate	RT-IG-320a.1	Donaldson incorporates near-miss as a leading indicator within our sites locally and emphasizes the importance of reviewing all work-related health and safety incidents, including near misses.
FUEL ECOFUEL ECONOMY AND EMISSIONS IN USE PHASE	**Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles**	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not applicable to Donaldson
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Not applicable to Donaldson
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Not applicable to Donaldson
	Sales-weighted emissions of: (1) nitrogen oxides, and (2) particulate matter for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines.	Grams per kilowatt-hour	RT-IG-410a.4	Not applicable to Donaldson

** Reflects employees and temporary employees*

Topic	Metric	Units	Code	Response
REMANUFACTURING DESIGN AND SERVICES	**Revenue from remanufactured products and remanufacturing services**	Reporting currency	RT-IG-440b.1	Donaldson does not have revenue from the remanufacturing of its products.
MATERIAL SOURCING	**Description of the management of risks associated with the use of critical materials**	N/A	RT-IG-440a.1	(see information below)

Donaldson's procurement operations span worldwide to acquire goods and services essential for our manufacturing processes, focusing on critical categories such as media, metals, plastics, and adhesives. We prioritize responsible procurement practices, risk management, and sustainability across our global operations:

+ **Supplier Onboarding:** We enforce stringent onboarding processes, ensuring suppliers align with our values and sustainability commitments.
+ **Conflict Minerals Review:** We engage third-party consultancies to assess suppliers' compliance with material regulations and maintain ethical sourcing practices.
+ **Price Agreements:** We use index agreements to help stabilize costs and mitigate financial risks associated with price fluctuations.
+ **Risk Mitigation:** Our robust process identifies and addresses supply disruptions, exploring alternative sources and validated locations to maintain operational continuity.
+ **Donaldson Buys Value:** We measure supplier performance based on cost, quality, service, and sustainability criteria, supporting underperforming suppliers to improve their operations.
+ **Sustainable Procurement Program:** Launched in 2023, this program incentivizes suppliers to prioritize sustainability through assessments and engagement in eco-friendly initiatives, aligning with our long-term ambitions and priorities.

These initiatives underscore our dedication to reliability, integrity, and sustainability throughout our supply chain operations.

Activity Metric	Units	Code	Response
Number of units produced by product category	Number	RT-IG-000.A	Proprietary
Number of employees	Number	RT-IG-000.B	14,000* full-time employees

** As of July 21, 2024*

GRI INDEX

Donaldson has reported the information cited in this GRI content index for the period August 1, 2023, to July 31, 2024, with reference to the GRI Standards.

GRI 2: General Disclosures 2021

GRI Standard	Disclosure	Response / Reference
2-1	Organizational details	Donaldson Company, Inc. is a publicly traded company listed on the New York Stock Exchange. Corporate headquarters are located in Bloomington, Minnesota, USA. FY24 Annual Report on Form 10-K
2-2	Entities included in the organization's sustainability reporting	FY24 Annual Report on Form 10-K
2-3	Reporting period, frequency and contact point	Donaldson Company, Inc. reports annually in accordance with our fiscal year. Email sustainability@donaldson.com with questions about this report. About this Report (Page 45)
2-4	Restatements of information	Greenhouse gas emission updates as noted in our data table (Page 46)
2-5	External assurance	We have not sought external assurance at this time.
2-6	Activities, value chain, and other business relationships	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-7	Employees	FY24 Annual Report on Form 10-K
2-8	Workers who are not employees	FY24 Annual Report on Form 10-K
2-9	Governance structure and composition	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-10	Nomination and selection of the highest governance body	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-11	Chair of the highest governance body	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-13	Delegation of responsibility for managing impacts	FY24 Annual Report on Form 10-K, 2024 Proxy Statement

2-14	Role of the highest governance body in sustainability reporting	FY24 Annual Report on Form 10-K, 2024 Proxy Statement
2-15	Conflicts of interest	Code of Conduct, Sustainability Report (Page 40)
GRI Standard	**Disclosure**	**Response / Reference**
2-16	Communication of critical concerns	FY24 Annual Report on Form 10-K, 2024 Proxy Statement, Sustainability Report (TCFD Report)
2-17	Collective knowledge of the highest governance body	Sustainability Report (Pages 37-38), 2024 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	Sustainability Report (Pages 37-38), 2024 Proxy Statement
2-19	Remuneration policies	2024 Proxy Statement
2-20	Process to determine remuneration	2024 Proxy Statement
2-21	Annual total compensation ratio	2024 Proxy Statement
2-22	Statement on sustainable development strategy	Sustainability Report (Pages 7-8)
2-23	Policy commitments	Code of Conduct, Human Rights Policy, Sustainability Report (TCFD Report)
2-24	Embedding policy commitments	Code of Conduct, Human Rights Policy, Sustainability Report (TCFD Report)
2-25	Processes to remediate negative impacts	Code of Conduct, Human Rights Policy, Sustainability Report (TCFD Report)
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report (Page 40), Code of Conduct
2-27	Compliance with laws and regulations	Sustainability Report (Page 40), Code of Conduct
2-28	Membership associations	Donaldson partners with many organizations, including industry partners, governments, and nongovernmental organizations, as we pursue our sustainability ambitions. We make reference to key partnerships in the Sustainability Report.
2-29	Approach to stakeholder engagement	Sustainability Report (Page 50)

GRI 3: Material Topics 2021

GRI Standard	Disclosure	Response / Reference
3-1	Process to determine material topics	Sustainability Report (Pages 6-8)
3-2	List of material topics	Sustainability Report (Pages 6-8)
3-3	Management of material topics	Sustainability Report (Pages 6-8)

GRI 201: Economic Performance 2016

GRI Standard	Disclosure	Response / Reference
201-1	Direct economic value generated and distributed	FY24 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	FY24 Annual Report on Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	FY24 Annual Report on Form 10-K
201-4	Financial assistance received from government	FY24 Annual Report on Form 10-K

GRI 203: Indirect Economic Impacts 2016

GRI Standard	Disclosure	Response / Reference
203-1	Infrastructure investments and services supported	FY24 Annual Report on Form 10-K
203-2	Significant indirect economic impacts	FY24 Annual Report on Form 10-K

GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Response / Reference
205-1	Operations assessed for risks related to corruption	FY24 Annual Report on Form 10-K, Sustainability Report (Pages 40-41)
205-2	Communication and training about anti-corruption policies and procedures	FY24 Annual Report on Form 10-K, Sustainability Report (Pages 40-41)
205-3	Confirmed incidents of corruption and actions taken	FY24 Annual Report on Form 10-K, Sustainability Report (Pages 40-41)

GRI 206: Anti-competitive Behavior 2016

GRI Standard	Disclosure	Response / Reference
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	FY24 Annual Report on Form 10-K, Sustainability Report (Pages 40-41)

GRI 207: Tax 2019

GRI Standard	Disclosure	Response / Reference
207-1	Approach to tax	FY24 Annual Report on Form 10-K
207-2	Tax governance, control, and risk management	FY24 Annual Report on Form 10-K
207-3	Stakeholder engagement and management of concerns related to tax	FY24 Annual Report on Form 10-K

GRI 302: Energy 2016

GRI Standard	Disclosure	Response / Reference
302-1	Energy consumption within the organization	Sustainability Report (Pages 20-23 and Data Table)
302-3	Energy intensity	Sustainability Report (Pages 20-23 and Data Table)
302-4	Reduction of energy consumption	Sustainability Report (Pages 20-23 and Data Table)

GRI 303: Water and Effluents 2018

GRI Standard	Disclosure	Response / Reference
303-1	Interactions with water as a shared resource	Sustainability Report (Page 25 and Data Table)
303-3	Management of water discharge-related impacts	Sustainability Report (Page 25 and Data Table)
303-3	Water withdrawal	Sustainability Report (Page 25 and Data Table)

GRI 305: Emissions 2016

GRI Standard	Disclosure	Response / Reference
305-1	Direct (Scope 1) GHG emissions	Sustainability Report (Pages 20-23 and Data Table)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report (Pages 20-23 and Data Table)
305-4	GHG emissions intensity	Sustainability Report (Pages 20-23 and Data Table)
305-5	Reduction of GHG emissions	Sustainability Report (Pages 20-23 and Data Table)

GRI 306: Effluents and Waste 2016

GRI Standard	Disclosure	Response / Reference
306-1	Waste generation and significant waste-related impacts	Sustainability Report (Page 24 and Data Table)
306-2	Management of significant waste-related impacts	Sustainability Report (Page 24 and Data Table)
306-3	Waste generated	Sustainability Report (Page 24 and Data Table)
306-4	Waste diverted from disposal	Sustainability Report (Page 24 and Data Table)
306-5	Waste directed to disposal	Sustainability Report (Page 24 and Data Table)

GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Disclosure	Response / Reference
308-1	New suppliers that were screened using environmental criteria	Sustainability Report (Page 41)

GRI 403: Occupational Health and Safety 2018

GRI Standard	Disclosure	Response / Reference
403-1	Occupational health and safety management system	Sustainability Report (Pages 27-28 and Data Table)
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report (Pages 27-28 and Data Table)
403-3	Occupational health services	Sustainability Report (Pages 27-28 and Data Table)
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report (Pages 27-29 and Data Table)
403-5	Worker training on occupational health and safety	Sustainability Report (Pages 27-28 and Data Table)
403-6	Promotion of worker health	Sustainability Report (Pages 27-28 and Data Table)
403-9	Work-related injuries	Sustainability Report (Pages 27-28 and Data Table)
403-10	Work-related ill health	Sustainability Report (Pages 27-28 and Data Table)

GRI 404: Training and Education 2016

GRI Standard	Disclosure	Response / Reference
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report (Page 30-31)
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report (Page 30-31)

GRI 408: Child Labor 2016

GRI Standard	Disclosure	Response / Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Code of Conduct and Sustainability Policy

GRI 409: Forced or Compulsory Labor 2016

GRI Standard	Disclosure	Response / Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Code of Conduct and Sustainability Policy

GRI 413: Local Communities 2016

GRI Standard	Disclosure	Response / Reference
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report (Page 34-35)

GRI 414: Supplier Social Assessment 2016

GRI Standard	Disclosure	Response / Reference
414-1	New suppliers that were screened using social criteria	Sustainability Report (Page 34-35), Supplier Code of Conduct and Sustainability Policy

GRI 416: Customer Health and Safety 2016

GRI Standard	Disclosure	Response / Reference
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report (Page 43)

GRI 418: Customer Privacy 2016

GRI Standard	Disclosure	Response / Reference
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report (Page 39), Code of Conduct

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