



2021 WILSONART ESG REPORT
JULY 2022



Acting Beyond the Surface



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Message from Our CEO



The building products industry is changing for good, as customers, end consumers, and investors urge manufacturers to take climate action and demonstrate greater transparency. Wilsonart is proudly solving the challenges that come with change by going beyond the surface in environmental, social, and governance issues. Opportunities abound to mitigate risk, increase resilience, grow our brands — and serve our world in meaningful new ways.

Acting beyond the surface includes making the information visible that our customers, end consumers, and investors need to make wise decisions. It also entails holding our company and our supply chain accountable for meeting stakeholders' expectations — and challenging ourselves to always keep innovating.

In our second ESG report, we cover 2021's significant progress toward our sustainability goals and demonstrate our dedication to continual improvement in transparency. The report contains multiple firsts: We share the results of our first materiality assessment, disclose our global greenhouse gas emission metrics for the first time, and discuss our brand-new Declare label for High Pressure Laminate (HPL), Compact Laminate and Quartz products. The Declare label from the International Living Future Institute provides our customers with a quick, easy, externally validated way to see material ingredients and material health information.

With the creativity, commitment, and passion of our 4,500 Wilsonart team members, we are already putting plans into place for achieving these goals. Every employee is given the freedom and the resources to help us continuously improve our products, processes, and partnerships for the good of our stakeholders and the natural environment.

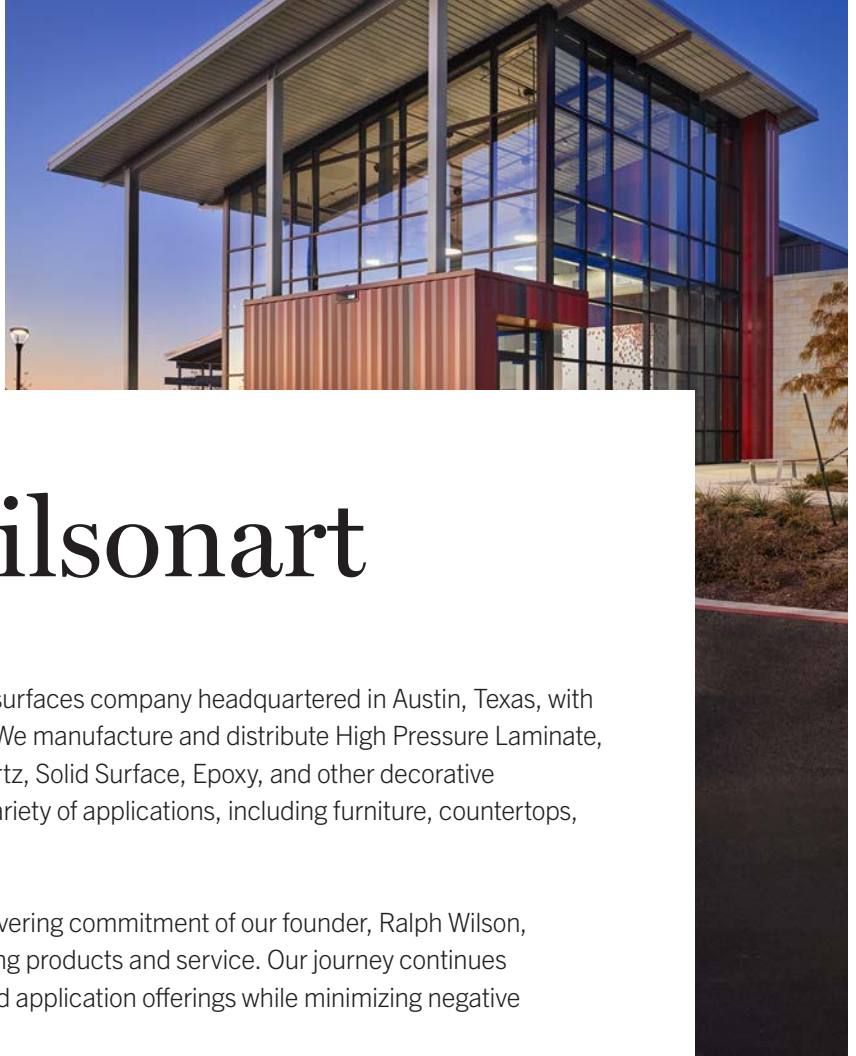
And as a company, we are committed to helping our employees thrive holistically. As the COVID-19 pandemic lingered and surged in 2021, we continued to take appropriate safety precautions while supporting employees' mental and social health in new ways.

Looking ahead, I know we will collectively push beyond what we have accomplished in the past year to continue to deliver on our mission: **surfaces you love, service you can count on, by people who care.**

I appreciate your interest in Wilsonart, and I am so proud to share the positive actions we have taken and the resulting environmental, social, and governance outcomes. We have made progress on our commitments and management approaches, and we are looking ahead as we continue to build sustainability into our corporate strategy. I hope you will join us on this sustainability journey.

Sincerely,
Timothy J. O'Brien
Chief Executive Officer





About Wilsonart

Wilsonart is a world-leading engineered surfaces company headquartered in Austin, Texas, with operations in the Americas and Europe. We manufacture and distribute High Pressure Laminate, Coordinated TFL and Edgebanding, Quartz, Solid Surface, Epoxy, and other decorative engineered surfaces that are used in a variety of applications, including furniture, countertops, worktops, and walls.

For 66 years, we have honored the unwavering commitment of our founder, Ralph Wilson, to provide customers with industry-leading products and service. Our journey continues as we continually expand our product and application offerings while minimizing negative environmental and social impacts.

Our Brands

 **Wilsonart**[®]

 **Ralph Wilson**[®]

 **RESOPAL**[®]

 **polyrey**[®]

 **BUSHBOARD**

LAMINART

TechniStone[®]

DURCON

 **NewLeaf**[™]
PERFORMANCE VENEERS

Wetwall

 **KML**
designer finishes

ARBORITE[™]

Mermaid[™]

Shore[™]



OUR VISION

Drawing inspiration from around the globe, Wilsonart continuously redefines decorative surfaces globally through improved performance and award-winning designs.



OUR MISSION

Create surfaces people love, with service they can count on, delivered by people who care.

OUR MARKETS



Residential



Education



Healthcare



Office



Retail



Hospitality

HOW WE ACHIEVE OUR MISSION

DELIVER ON COMMITMENTS

We do what we say we're going to do, and we push for results.

FOCUS ON THE CUSTOMER

We do what it takes to deeply understand our customers.

DO THE RIGHT THING EVERY TIME

We never compromise on safety, compliance, or integrity.

EMBRACE CHANGE

We're open to new ideas and ways of doing things.

PLAY AS A TEAM

We communicate constructively to solve problems together.

At a Glance: Wilsonart Impact 2021

OUR HIGHLIGHTS

2x

Incorporated 23% post-consumer recycled content (PCR) on average into our HPL. That's more than twice what other leading brands use.

58%

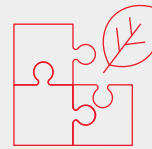
Wilsonart® HPL has 58% less embodied carbon than granite. To learn more about how HPL compares to granite, please visit page 21.

46%

Based on the latest Environmental Product Declaration, Wilsonart® HPL results in 45.7% less embodied carbon than industry average.

1st

Our products are the first in the laminate category to receive a Declare label and earn Living Building Challenge Red List Approved status. Fifteen of our HPL and Compact Laminate types now carry the label.



DESIGNED TO PRODUCE LESS WASTE

Wilsonart offers a vast array of design choices without endangering natural resources or exotic species. We engineer our products to be impact, scratch, and moisture resistant. They offer greater durability than natural alternatives, which are porous and cannot withstand the same degree of use or strong cleaning products. Products like RE-COVER™ — a self-adhesive laminate that can be installed over existing surfaces — also eliminate the need to fully replace damaged or worn surfaces. **All of these innovations add up to less waste over time — and more ways to delight consumers.**

Wilsonart was spotlighted among the top five countertop brands in Green Builder Media's 2021 Brand Index. The annual audit gauges builders' likes and dislikes about products in the green construction market.



2021 STRATEGIC INNOVATIONS

We expanded our collection of **THINSCAPE® Performance Tops** — ultra-thin countertops that are as sleek and stylish as they are strong. These ½” thick countertops are crafted with hundreds of super-fine layers to provide maximum density and strength. Engineered to last, they resist impact, abrasions, scratches and stains. THINSCAPE® Performance Tops combine timeless design with exceptional everyday durability.

The **Wetwall™ Water-Proof Wall Panel System** enjoyed its first full year in the market, where it's challenging the traditional bathroom wall industry. It features a patented water-proof solution, built-in antimicrobial protection, and AEON™ Enhanced Scratch & Scuff-Resistant Performance Technology. The simple tongue-and-groove installation system replaces grout — and no grout means no harsh cleaning chemicals are needed. The grout-free surface wipes clean with soap and a damp cloth for lasting beauty and easy maintenance.

Both of these innovative products are manufactured in the USA and meet GREENGUARD Gold certification standards for chemical emission limits.





About This Report

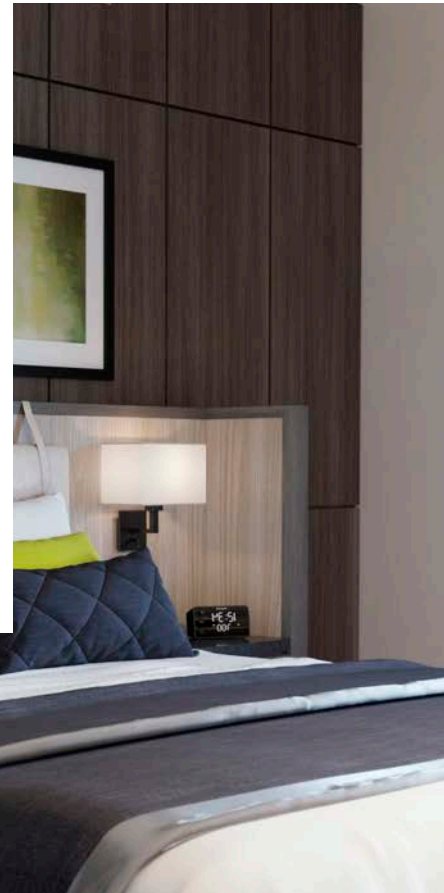
Wilsonart is committed to public accountability for our environmental and social impacts, both positive and negative. We are proud to report our progress and performance during fiscal year 2021 as well as our new goals for 2022 and beyond.

The quantitative data encompasses the annual period ending Dec. 31, 2021, unless otherwise noted. The report's narrative also includes activities, data points, and cumulative data from prior years through early 2022, where this information provides more comprehensive and meaningful insights into our sustainability efforts.

Our mission, vision, and approach to environmental, social, and governance (ESG) issues are consistent across all Wilsonart operations and locations. Other information in this report is specific to our U.S. operations, including our materiality assessment, goals, and most of the environmental and social impact data provided. Any data that is global in scope is noted as such.

This year, we are pleased to report on global operational energy and Scope 1 and 2 greenhouse gas (GHG) emissions for the first time. We plan to disclose additional information in the future related to our global manufacturing facilities.

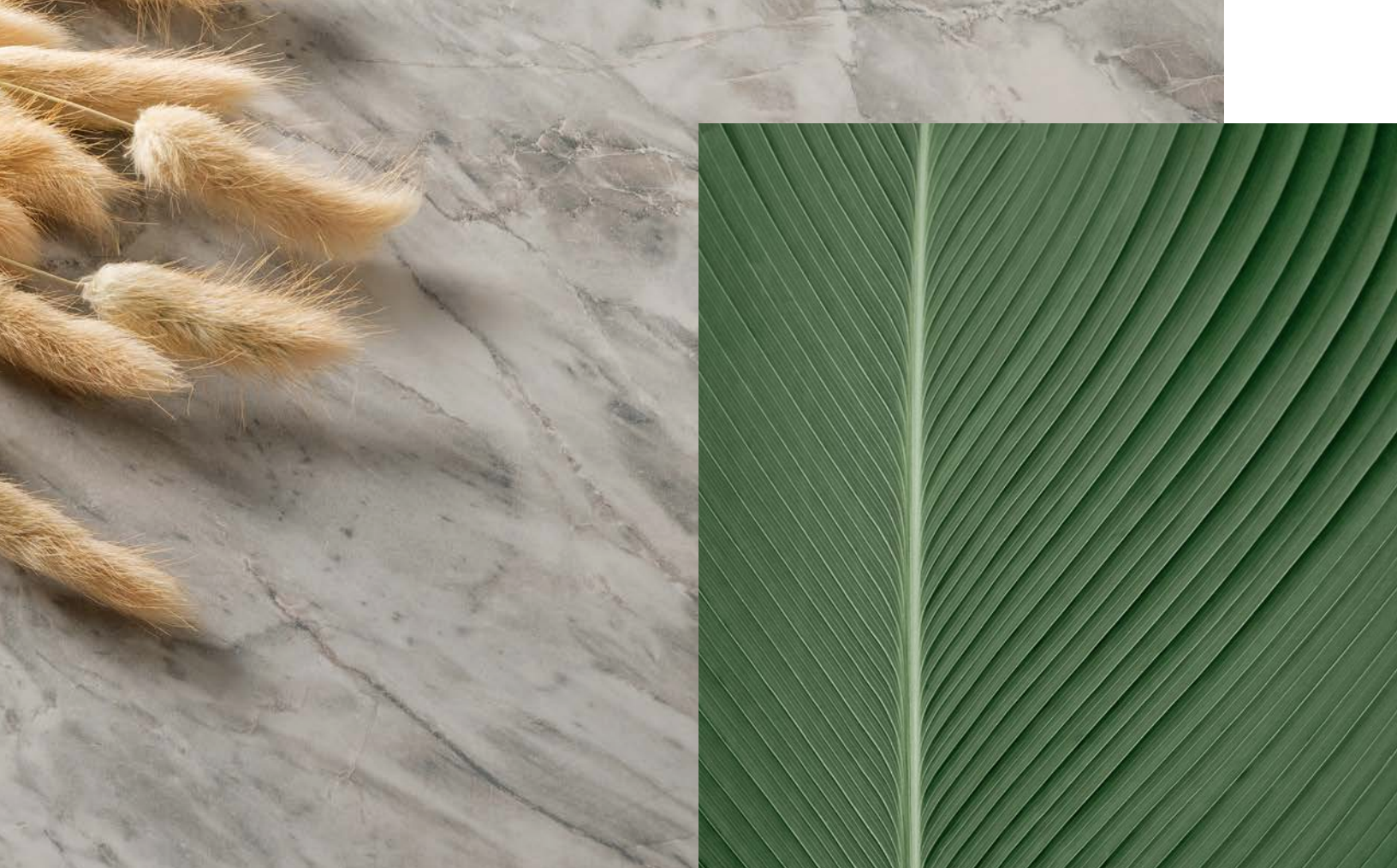
This report has been developed with reference to Global Reporting Initiative (GRI) standards.



Photography Credit: Veronica Bean on behalf of TPG Architecture



ESG at Wilsonart



At Wilsonart, the beauty of our products is backed by responsible action.

We use the power of engineering to create surfaces people love — and to solve environmental challenges. We empower our people to provide service our customers can count on — and care for each other and the communities in which we live and work.

As we design new offerings, we prioritize the connection between the health and well-being of our employees, consumers, and the environment.

Wilsonart continues to evolve in ESG issues, knowing that how we operate, what we create, and how we shape our culture is increasingly important to our customers and end consumers, our employees, and our shareholders. The ESG outcomes we create help us strengthen our financial standing, reduce risk, and generate new opportunities for growth.

More than that, though, we strive to do what is right for our planet and everyone who shares it. We are Wilsonart, and we are **acting beyond the surface.**

Our Approach

We pursue responsibility beyond the surface by focusing on people-oriented programs, operational improvements, and product innovation. Our governance structure provides support and stability for everything we do.



A CULTURE OF CARE

Fostering foresight.
Minimizing impact.



INSPIRING EFFICIENCY

Using resources wisely.
Creating efficiently.



ENDURING PRODUCTS

Lasting longer. Reducing waste.

ENGAGING OUR STAKEHOLDERS

To make a lasting difference for our employees, communities, and the environment, Wilsonart cannot act alone. We need to educate, listen to, and learn from a variety of stakeholders.

EMPLOYEES

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

SHAREHOLDERS

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

SUPPLIERS

We encourage best practices and conduct supply chain assessments to reduce environmental impact and prioritize worker health and safety.

CUSTOMERS

We provide customers with surfaces inspired by our passion for environmental and social responsibility. We believe in making responsible options that fit any space and any budget.

COMMUNITIES

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



ASSESSING MATERIAL ISSUES

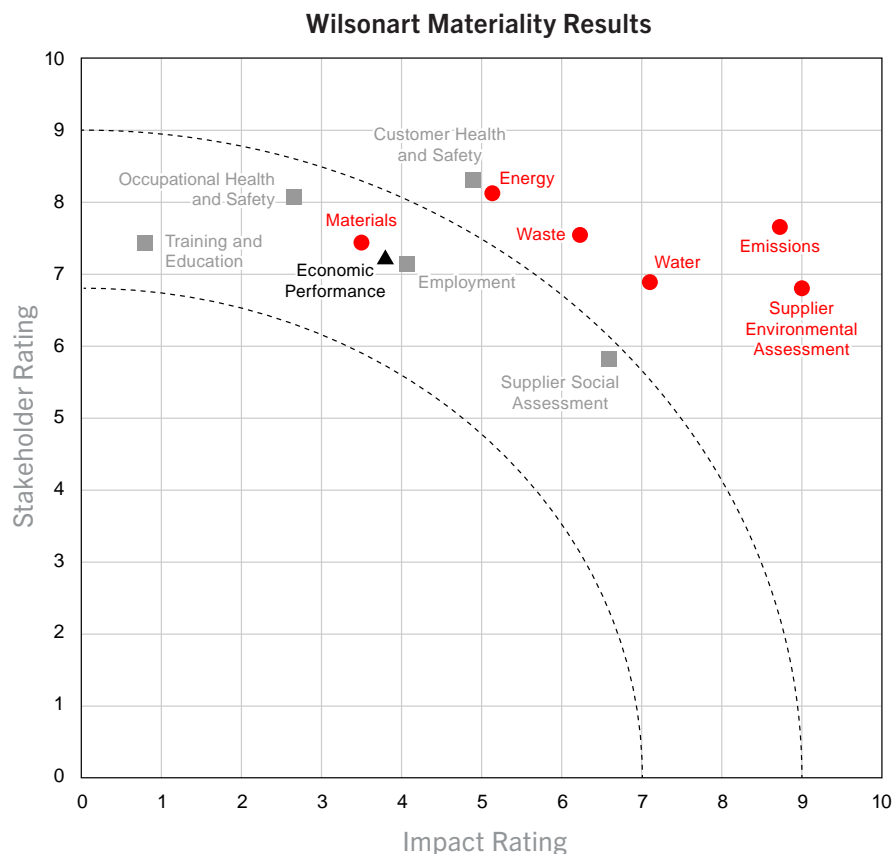
Wilsonart partnered with SCS Global Services, a leading third-party expert, to complete a materiality assessment of ESG topics in 2021. The results of this assessment guide and will continue to guide us in taking strategic action, setting new goals, and prioritizing the disclosures that are most meaningful to our stakeholders.

We had previously benchmarked our company against eight sustainability leaders in the construction products sector by reviewing their corporate reporting. This benchmarking exercise provided an initial set of 30 material disclosures, which we mapped to GRI disclosures. In 2021, we then surveyed stakeholders to determine their priorities among this longer list. Specifically, we engaged Wilsonart employees and management, customers/clients, suppliers/contractors, investors, and regulatory agencies. The survey focused on our U.S.-based operations.

In alignment with the GRI Materiality Principle, we then assessed each potentially material topic by stakeholder priority and by its potential impact on the environment and society.

Overall, we identified six final material ESG topics for Wilsonart: emissions, supplier environmental assessment, water, waste, energy, and materials (post-consumer recycled content).

MATERIALITY RESULTS BASED ON STAKEHOLDER ENGAGEMENT AND IMPACT ASSESSMENT.

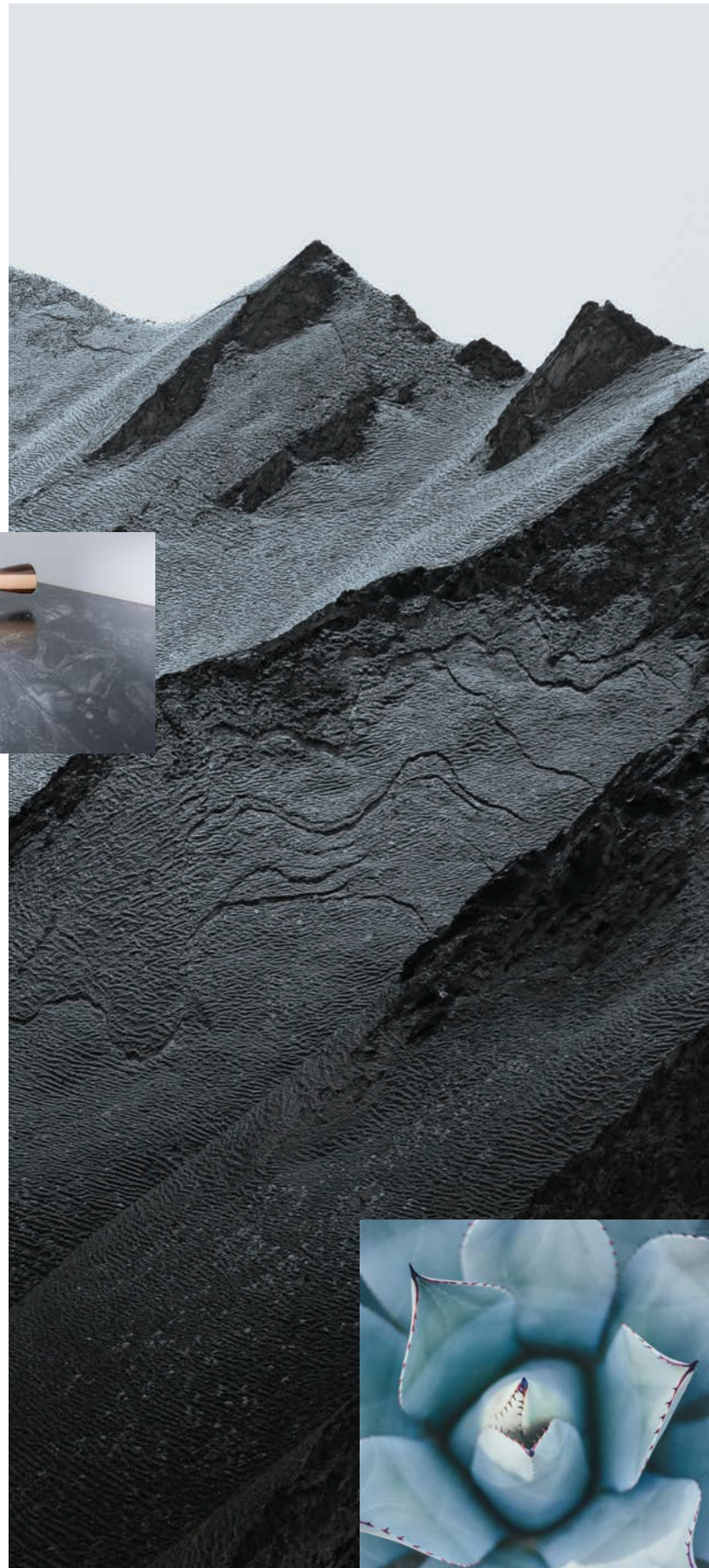




Our Goals

The depth of our commitment to responsible operations, products, and supply chain has led us to develop new goals in these areas for our operations based in the United States. In addition to the goals established for 2021, we are proud to publish new 2022 targets.

GOAL	TARGET COMPLETION DATE	PROGRESS IN 2021
Achieve 1.0 Total Recordable Incident Rate (TRIR) with zero significant injuries in our operations	2021	1.01 TRIR
Achieve 0.9 Total Recordable Incident Rate (TRIR)	2022	New goal
Encourage all operations employees to report at least one safety concern	2021	Complete — 3,000+ instances of employee participation in our safety culture
Maintain 10% or lower landfill to production weight ratio	Annual goal	13.8%
Increase the amount of manufacturing waste recycled by 5% year-over-year	2022	New goal
Decrease the amount of manufacturing waste sent to landfill by 5% year-over-year	2022	New goal
Increase overall post-consumer recycled content in HPLs to 40%	2025	23%
Complete cradle-to-grave analysis of HPL embodied carbon	2023	In progress



As we progress toward our targets, we will also be advancing the United Nations (UN) **Sustainable Development Goals (SDGs)**.

Specifically, our work will contribute to:



SDG 3
Good Health and Well-being



SDG 11
Sustainable Cities and Communities



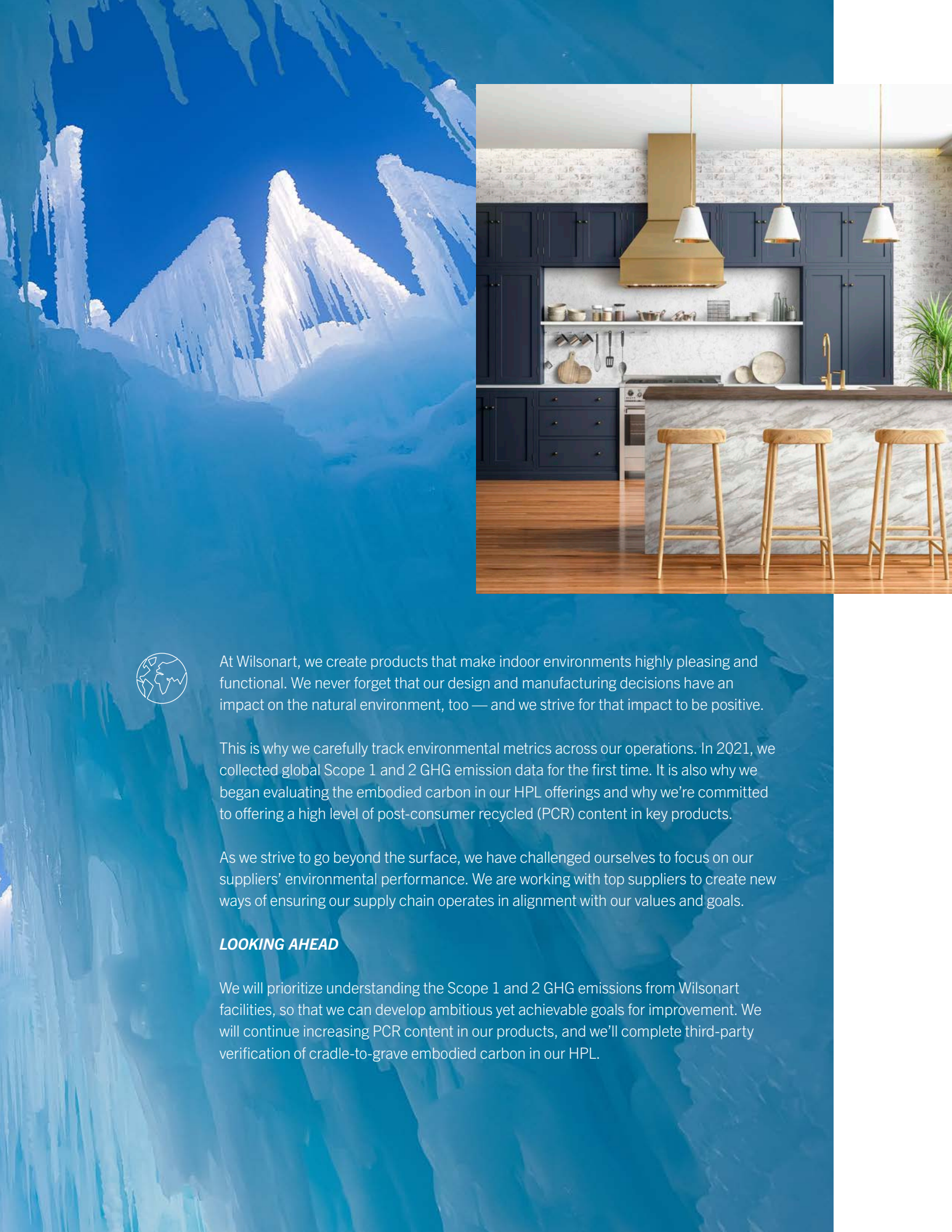
SDG 12
Responsible Consumption



SDG 13
Climate Action

A blue-tinted photograph of a snowy mountain landscape. In the foreground, a person wearing a dark jacket and a hat is looking down. The background shows a vast, snow-covered mountain range under a clear sky. The overall mood is serene and cold.

Environmental Impact



At Wilsonart, we create products that make indoor environments highly pleasing and functional. We never forget that our design and manufacturing decisions have an impact on the natural environment, too — and we strive for that impact to be positive.

This is why we carefully track environmental metrics across our operations. In 2021, we collected global Scope 1 and 2 GHG emission data for the first time. It is also why we began evaluating the embodied carbon in our HPL offerings and why we're committed to offering a high level of post-consumer recycled (PCR) content in key products.

As we strive to go beyond the surface, we have challenged ourselves to focus on our suppliers' environmental performance. We are working with top suppliers to create new ways of ensuring our supply chain operates in alignment with our values and goals.

LOOKING AHEAD

We will prioritize understanding the Scope 1 and 2 GHG emissions from Wilsonart facilities, so that we can develop ambitious yet achievable goals for improvement. We will continue increasing PCR content in our products, and we'll complete third-party verification of cradle-to-grave embodied carbon in our HPL.

Energy and Emissions

OPERATIONAL ENERGY

Our role in climate action starts with continuous improvement related to our operational energy — how much we use and how much is generated by renewable sources. Our business benefits, as well, due to energy savings that translate into operating cost savings.

When lighting, motors, ventilation systems, or other equipment in our facilities needs to be replaced, we choose to do so with high-efficiency models that help reduce our energy consumption. Every new facility is built with these technologies; for example, the Klamath Falls, Oregon, manufacturing plant that went online in 2021 uses high-efficiency motors, LED lighting, and advanced lighting controls to conserve electricity.

In addition to our energy efficiency efforts, we use innovative manufacturing processes that decrease our reliance on natural gas by using manufacturing waste, such as the dust generated when we sand the back of laminate products, as a source of energy. We also reuse hot water in our pressing process; the same water can be reused up to ten times, helping us reduce the amount of energy needed to heat it.

Renewable energy is an important part of our energy mix — and our climate action. At our Temple North manufacturing facility in Texas, 35% of the electricity we purchase from the grid is Green-e® certified renewable. In Fletcher, North Carolina, we have generated our own renewable energy since 2015. In 2021, our solar panel field produced 996,950 kWh to help us offset the electricity we purchase to run our manufacturing facility.

ENERGY CONSUMPTION, U.S. HPL OPERATIONS			
	2019	2020	2021
Total electric consumption (grid + solar)	87,389,267 kWh	85,166,153 kWh	90,070,488 kWh
Total natural gas	1,122,338 mmBtu	1,145,898 mmBtu	1,175,842 mmBtu

ENERGY CONSUMPTION, GLOBAL OPERATIONS	
	2021
Total electric consumption (grid + solar)	179,117,293 kWh
Total natural gas	1,871,785 mmBtu



EMISSIONS

We strive to go beyond regulatory requirements to minimize the emissions that result from our manufacturing processes and energy consumption. We track the GHG carbon dioxide and methane as well as emissions that can affect both environmental and human health such as nitrogen and nitrous oxides, sulfur oxides, particulate matter, and volatile organic compounds (VOCs).

Operating under federal and state air permits, we diligently confirm our compliance with applicable regulations through performance testing, emissions

modeling, regular monitoring and inspections, and by reporting all applicable data to federal and state environmental agencies. Specifically, in the U.S., we conduct quarterly visual emissions tests and periodic plant emissions tests, and we generate an annual air emission report for each site. We evaluate all new or updated processes for potential air emission impacts, and we make sure to obtain any necessary new permits proactively.

ADDRESSING VOC EMISSIONS

Both our Temple and Fletcher facilities contain air pollution control devices to keep manufacturing emissions safely below federal and state permit standards. In 2021, we initiated the permitting and construction process for a new regenerative thermal oxidizer (RTO) in our Temple facility to improve our response to VOCs.

The new equipment will capture and destroy up to 98% of VOC fumes (measured as Destruction Removal Efficiency (DRE) from active manufacturing areas and storage areas. Compared to our current RTO, the new unit not only will increase the area from which VOCs can be removed but also will require less maintenance downtime.





CALCULATING OUR GHGS

In 2021, we collected our Scope 1 and Scope 2 emission data for all our locations around the globe. We are in the process of evaluating this data to reveal the opportunities for improvement, both near- and long-term. From there, we will begin planning how to optimize our processes in the most efficient and effective ways. We aim to set GHG emission reduction goals by the end of 2022.

In our U.S. operations, we saw an 8% increase in CO₂ emissions from 2020 to 2021.

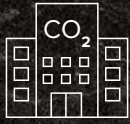
GHG EMISSIONS, GLOBAL OPERATIONS

	2021
Total Carbon Dioxide Equivalent (tCO ₂ e)	168,493 tCO ₂ e
Scope 1 Emissions	122,421 tCO ₂ e
Scope 2 Emissions	
- Market-based	46,072 tCO ₂ e
- Location-based	53,012 tCO ₂ e



In 2021, our solar field in Fletcher cut our tCO₂e emissions by roughly 307 metric tons. Since its installation in 2015, the solar field has generated 7,368,321 kWh of electricity and resulted in 2,270 metric tons of avoided tCO₂e.¹

¹The amount of tCO₂e avoided was determined using 0.3081 as the factor of tCO₂e kg/kWh solar generated. This factor was based on 2019 EPA data for the North Carolina electricity grid.



Embodied Carbon: HPL Impacts From Cradle to Gate

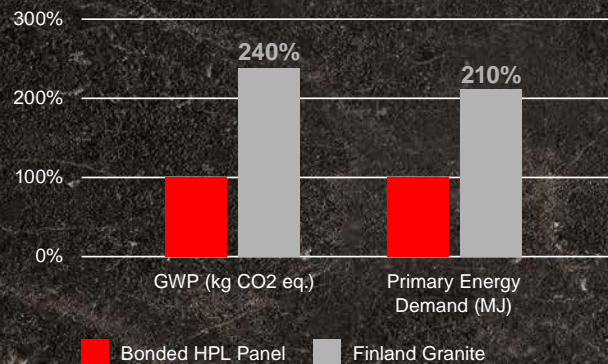
We constantly innovate to solve our customers' design challenges with sustainable solutions like resource-efficient manufacturing. Products like our HPL embody our sense of responsibility, but we did not previously have third-party verification of HPL's big-picture environmental benefits — specifically related to embodied carbon.

So, in 2021, we undertook an analysis of publicly available environmental product declarations (EPDs) to compare the cradle-to-grave embodied carbon in our HPL to several other surface types, including granite.

This study clearly demonstrated that our HPL (our bonded HPL panels consist of two sheets of HPL, 3/4" particleboard and two layers of glue) requires less than half the primary energy and results in a fraction of the global warming potential (GWP) compared to the other surfaces analyzed. We are in the process of having this study third-party verified by SCS Global Services.

We're proud of the study results, and we're ready to continue improving in performance and transparency.

EPD ANALYSIS — % DIFFERENCE COMPARED TO BONDED HPL PANEL



CO₂

UNDERSTANDING EMBODIED CARBON

Embodied carbon is defined as the CO₂ emissions associated with all the materials and construction processes that go into creating a building and, eventually, demolishing it. In other words, embodied carbon includes everything outside of the operational/use phase of a building.

Embodied carbon is expected to account for nearly 50% of the overall carbon footprint of new construction between now and 2050². So, reducing the operational carbon of the world's buildings is a necessity, but it's not enough. The World Green Building Council has set a vision to eliminate both types of carbon emissions³. It will take building and construction product manufacturers of all kinds to turn this vision into reality — and **at Wilsonart, we are doing our part.**

²Read more here: <https://www.carboncure.com/concrete-corner/what-is-embodied-carbon/>.

³Learn more in the World Green Building Council report: <https://www.worldgbc.org/news-media/WorldGBC-embodied-carbon-report-published>.

EXPANDING OUR VIEW FROM CRADLE TO GRAVE

In 2023, we will take our study far beyond the gate — we will analyze the embodied carbon of our HPL from cradle to grave. **As the first HPL manufacturer to do this, we will provide customers with a new level of transparency and set the bar for embodied carbon in our market.** This extended study will also be third-party audited and verified by Sphera from cradle to grave before being published.

BEYOND THE INDUSTRY STANDARD

For our cradle-to-gate study, we used the accepted industry-wide HPL EPD, which was published in 2017. (The majority of companies that manufacture HPL refer to that industry benchmark rather than doing separate, brand-specific EPDs.) We wanted to ensure that Wilsonart® HPL was on par with the industry standard, so, in 2022, we completed a new EPD specific to our products.

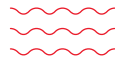
Based on the latest Environmental Product Declaration, Wilsonart HPL results in 45.7% less embodied carbon than industry average. We believe Wilsonart's use of PCR content, solar power generation, high productivity levels help us in achieving a lower embodied carbon compared to that of the industry standard.



Photography Credit: Yuzhu Zheng Photography

46%

Based on the latest Environmental Product Declaration, Wilsonart® HPL results in 45.7% less embodied carbon compared to the accepted industry-wide benchmark.



Water Quality and Wastewater

Wilsonart's manufacturing processes and products are not water-intensive, requiring only 0.14 gallons of water per square foot of production in 2021.

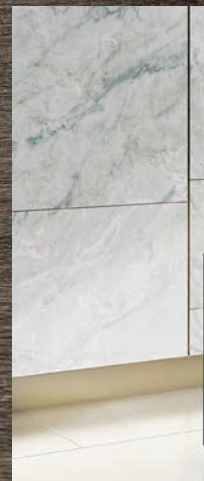
The water quality and wastewater initiatives we take vary by location and facility functions. Our Temple and Fletcher facilities require the most extensive protocols.

These two facilities operate under Industrial Wastewater Discharge Permits from their respective local municipal wastewater treatment plants as well as state stormwater permits. We undertake process and outfall inspections, periodic backflow prevention device testing, sampling, and lab analyses to help us actively maintain compliance with applicable local, state, and federal regulations.

We proactively protect water quality through our Spill Prevention, Control, and Countermeasures Planning. We have a formalized spill response procedure, a written plan identifying all hazardous materials storage locations, and a written stormwater pollution prevention plan.



We maintain ISO 14001:2015 certification for our environmental management system, and we experienced zero instances of environmental noncompliance or contamination in 2021.



Waste Management

The depth of our commitment to responsible waste management is a natural result of our drive to go beyond the surface. We strive to reduce waste at the source here in our facilities while also diverting pre- and post-consumer waste from the landfill.

REDUCING WASTE IN OUR PROCESSES

The level of quality affects the level of waste generated. Our Quality Assurance teams play an active role in our efforts to reduce and responsibly manage our manufacturing waste. First, they drive ongoing efforts to reduce the chance of receiving expired or marred raw materials that we cannot use. Second, they continually create and enforce processes that help us minimize damage to products as they go through different stages in the manufacturing process. This helps us reduce the amount of materials and products that must be scrapped during manufacturing, which also saves money.

We ensure our products meet performance standards through our rigorous internal Material Test Lab and by maintaining ISO 9001:2015 certification for our quality management system. If the Quality Assurance teams find issues in production processes or teams, they assign corrective actions that target waste sources and make meaningful improvements.

MANAGING AND RECYCLING OUR WASTE

The waste we do generate is tracked and managed according to ISO14001:2015 and regulatory requirements for storage and shipment. If our regular inspections demonstrate any shortcomings, we implement appropriate corrective actions.

In 2020, we set a goal to stay below a 10% landfill-to-production weight ratio, but we ended the year at 12.17% after losing some of our recycling partners. We were able to expand our recycling partnerships in 2021 to help make up for that loss. Our overall ratio still increased, however, because we ramped up manufacturing to meet increased demand in 2021.

We are committed to shrinking our landfill-to-production weight ratio by pursuing **new 2022 goals: increase the amount of manufacturing waste we recycle by 5% and decrease the amount of waste sent to landfill by 5% compared to 2021.**



We go beyond the standard industry practice of disposable shipping containers. We choose to package many of our adhesive products in reusable steel and plastic containers that hold up to 330 gallons.

At no cost to our customers, these large containers can be cleaned and put back into circulation rather than sent to the landfill.



MANUFACTURING WASTE

WASTE TYPE

2021

Wood/paper waste recycled, Fletcher and Temple	9,584,515 lbs
Non-hazardous waste disposed, Fletcher	395,143 lbs
Hazardous waste disposed, Fletcher	1,594 lbs

INNOVATIVE RECYCLING PARTNERSHIPS

We keep as much manufacturing waste as possible out of the landfill through creative recycling and repurposing. For example, in 2021, we used 6.7 million pounds of dust created from sanding the back of the laminate as an energy source for other processes in our Fletcher facility. Another 7 million pounds of sander dust became ground cover to help safely contain layers of waste in the Temple municipal landfill.

Each year, we also divert paper, cardboard, wood, particleboard, laminate, and more through recycling partnerships. For example, we work with partners to recycle laminate for use as a lightweight oilfield cement additive; each year, an average of 1.5 million pounds of laminate from Fletcher and 2.5 million pounds from Temple are recycled through these partnerships.

In 2021, we also expanded our long-time relationship with a furniture manufacturer in Massachusetts, that now accepts laminate overlay rejects from both our Temple and Fletcher facilities. Together, we recycled 250,000 pounds of overlay last year.

We continued to upcycle laminate that did not meet our quality standards in collaboration with the creative community of Fletcher. Since starting this recycling program in 2016, more than 564,000 pounds of laminate boards have been converted into wall coverings, pottery wheels, picnic tables, art installations, and more.

Overall, we have diverted 72,800 tons of paper and wood manufacturing waste from the landfill since 2011. **That's the equivalent of 1.75 million trees!**



In 2021, the Henderson County Chamber of Commerce recognized our Fletcher facility with a sustainability award for our local environmental initiatives — especially those related to recycling.



Leading the Industry in Recycled Content

Using high amounts of post-consumer recycled (PCR) content is good for our world — and a differentiator for our products.

All Wilsonart® HPLs have been certified by SCS Global Services to contain PCR content. Different types of products include certified minimum amounts between 17% and 67% to optimize PCR content as well as product performance. Over just four years between 2018 and 2021, our dedication to using recycled paper/wood content has saved the equivalent of 555,000 trees per year. Over the past two decades, the count is above 7.9 million trees.

We're not resting on our laurels, though. We've challenged ourselves to reach 40% PCR content overall in our HPLs by 2025. We began product testing in 2021 to determine how we can add PCR content into more product grades without compromising their performance. We plan to implement changes based on our findings by 2023.

7.9m

The amount of PCR content we've diverted from the landfill since 2000 has saved the equivalent of nearly 7.9 million trees⁴ — **enough to fill a forest the size of Chicago.**

2x

Wilsonart® HPL leads the industry in PCR content. In 2021, we used 22,500 tons of PCR content in kraft paper. That represents 23% of all the kraft we purchased — and that's **more than twice** as much as other leading laminate brands.

Engaging Suppliers in Environmental Responsibility

Acting beyond the surface includes catalyzing sustainable change in our supply chain. In the past, we have worked with individual suppliers to create sustainable innovations and offerings. We've held conversations with our suppliers to learn about their ESG-related policies and practices. In 2021, we began considering how to formalize supplier environmental engagement and gain greater transparency into our supply chain. Doing so will help us make strategic and responsible sourcing decisions while proactively assessing risks to supply and our reputation.

At this time, we are updating our quarterly supplier survey with questions that will demonstrate whether — and how — our suppliers are paying attention to important ESG factors. We will continue to plan other ways to engage suppliers in continuous environmental improvements.

We plan to focus on U.S.-based companies that supply our top three product components: phenolic resin, melamine resin, and kraft/deco papers. This covers more than 99% of our HPL and Compact Laminate components.



Compliance and Certifications

We comply with all laws and regulations in the markets in which we operate and sell our products. Compliance is a necessity, but we don't stop there.

Transparency is a key part of our commitment to going beyond surface-level service. Through third-party sustainability documentation and disclosures, we provide confidence for customers and consumers. We also reduce business risk for our company — third-party certification confirms where we stand on issues that are important for our customers and investors.

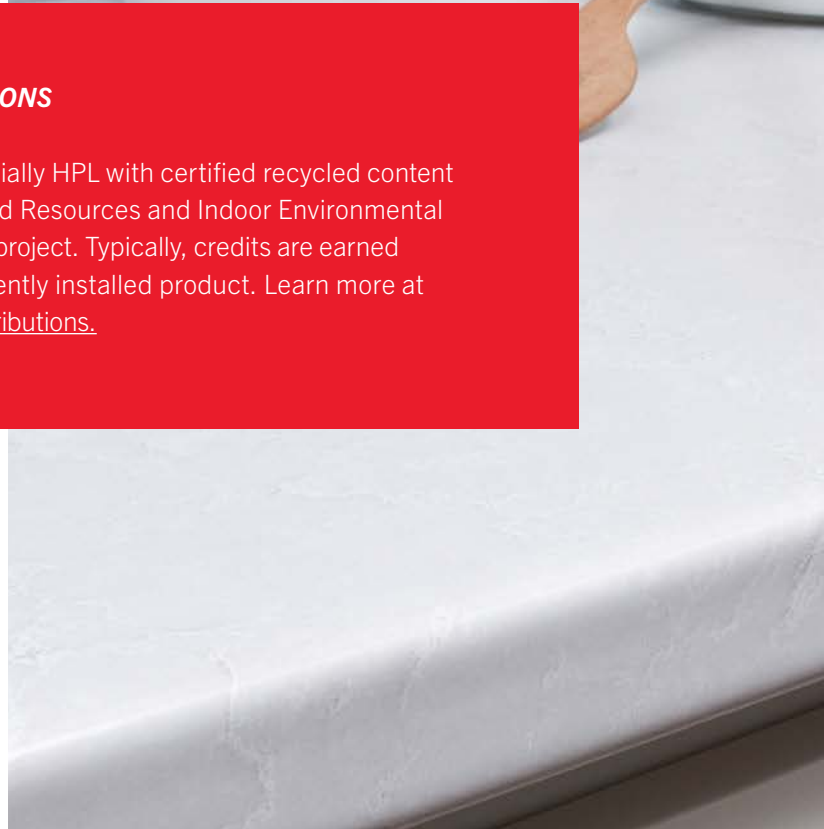
We seek third-party certification across a range of issues related to environmental and human health. Certifications related to IAQ, recycled content, and sustainably sourced forest products, plus our EPDs and Health Product Declarations (HPDs) can [be easily accessed on our website](#).





LEED® CERTIFICATION CONTRIBUTIONS

Wilsonart® branded products — especially HPL with certified recycled content — can earn credits in the Materials and Resources and Indoor Environmental Quality categories on a LEED-certified project. Typically, credits are earned as part of a finished article or permanently installed product. Learn more at wilsonart.com/leed-v4-1-potential-contributions.



Wilsonart® HPL and Compact Laminate are the first products in the category to earn Declare labels. Plus, Wilsonart® Quartz has also earned a Declare label as LBC Red List Free. Learn how we use Declare labels to help promote human health and well-being in the next chapter, Social Impact.



An aerial photograph of a city skyline, likely New York City, taken from a high vantage point. The sky is a deep, clear blue, transitioning to a lighter, hazy blue near the horizon where the sun is setting. The city buildings are silhouetted against the bright light of the sunset, creating a dramatic and atmospheric scene. The text "Social Impact" is centered in the upper half of the image in a large, white, serif font.

Social Impact

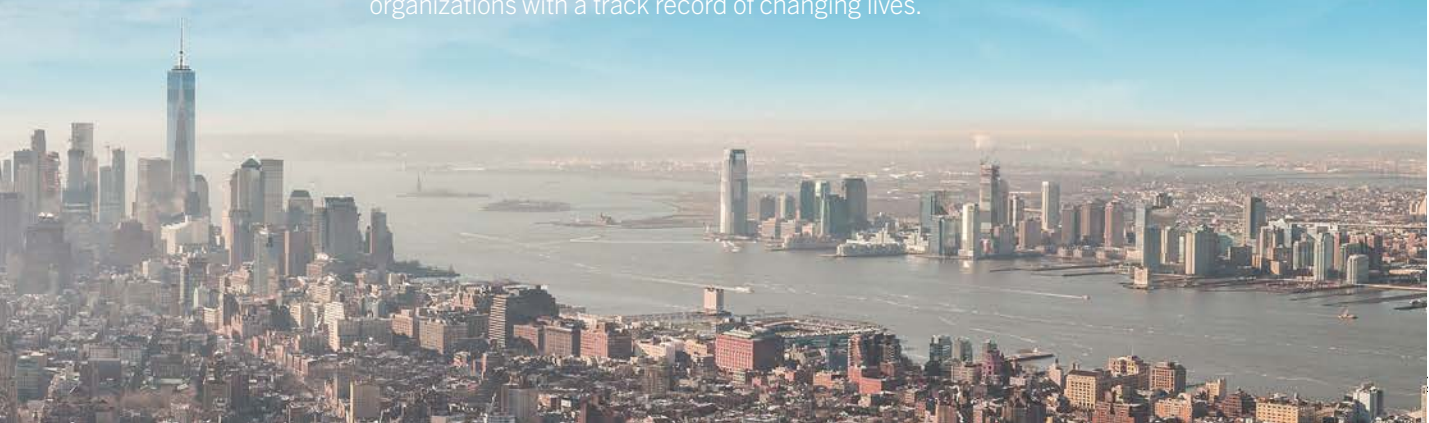


We care — deeply — about the people who make up our company, consumer base, and communities. We use our position as an employer of choice, a conscientious manufacturer, and a corporate citizen to enhance opportunities for well-being.

For our employees, we use the concept of Total Well-Being, which encompasses our programs for mental, physical, social, financial, and career development. We have come to see diversity and inclusion (D&I) as a vital aspect of Total Well-Being for our employees.

For our end consumers, we design products that promote good IAQ, which in turn promotes well-being. We have long offered a variety of products certified for IAQ standards. In 2021, we went beyond our previous efforts by pursuing — and earning — a Declare label across 15 different HPL and Compact Laminate product types in addition to our Quartz product.

Within our communities, we serve by amplifying the efforts of local and national nonprofit organizations with a track record of changing lives.





The data and stories of positive social impact we share in the following pages are specific to our U.S. operations.

Diversity and Inclusion

We support and celebrate the unique differences in background, experience, and talents that create our strength as a company. Our goal is to go beyond the surface to ensure that people from all backgrounds are working together to create a fair, healthy, and high-performing organization. Employees should feel valued, understood, and inspired to bring their whole selves to work.

UPDATES ON OUR DIVERSITY AND INCLUSION COUNCIL

We chartered the employee-led Diversity and Inclusion Council in 2020 to help us imagine new ways to incorporate D&I into our hiring and workplace engagement practices, key business partnerships, and community engagement.

Over its first full year of action, the Council helped us keep D&I in the forefront of our thinking across our U.S. operations through quarterly seminars hosted by third-party consultant Reboot Accel. Hundreds of employees attended each seminar to learn about a different aspect of diversity, including race/ethnicity, gender, and age.

The Council worked side by side with Wilsonart executive leadership to develop and implement action plans for responding to feedback from our inaugural 2020 D&I survey. The Council also continued to report on progress at every Board meeting, ensuring that our Board maintained oversight of all D&I initiatives.



OUR D&I PRINCIPLES

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



FOSTERING CHANGE AND IMPROVEMENT

We believe our workforce and our leadership should be representative of the communities in which we operate. At the end of 2021, 43% of our top 100 leaders in North America were women and/or an underrepresented ethnicity or race, up from 39% in 2020. Our executive team now includes two women and two racially diverse members. Across our full employee base, 51% identify as diverse in one or more ways.

U.S. EMPLOYEE REPRESENTATION

ETHNIC DIVERSITY OVERALL: 39%

Executive/Senior-Level Officers and Managers	20%
First/Mid-Level Officials and Managers	22%
Professionals	20%
Administrative Support Workers	32%
Manufacturing	46%

WOMEN IN WILSONART: 20%

Executive/Senior-Level Officers and Managers	23%
First/Mid-Level Officials and Managers	20%
Professionals	44%
Administrative Support Workers	45%
Manufacturing	13%

Advancing Careers

We strive to create a workplace where employees feel valued, gain the right opportunities, and desire to stay for the long term. Our onboarding, training, and recognition programs go a long way toward accomplishing this.



GROWTH OPPORTUNITY

We provide opportunities for employees to grow and develop through:

- Promotions and transfers
- Coaching and mentoring
- Training and development
 - Including leadership, safety, compliance, D&I, technical, and job-specific topics
- Educational reimbursement

REWARDING PERFORMANCE

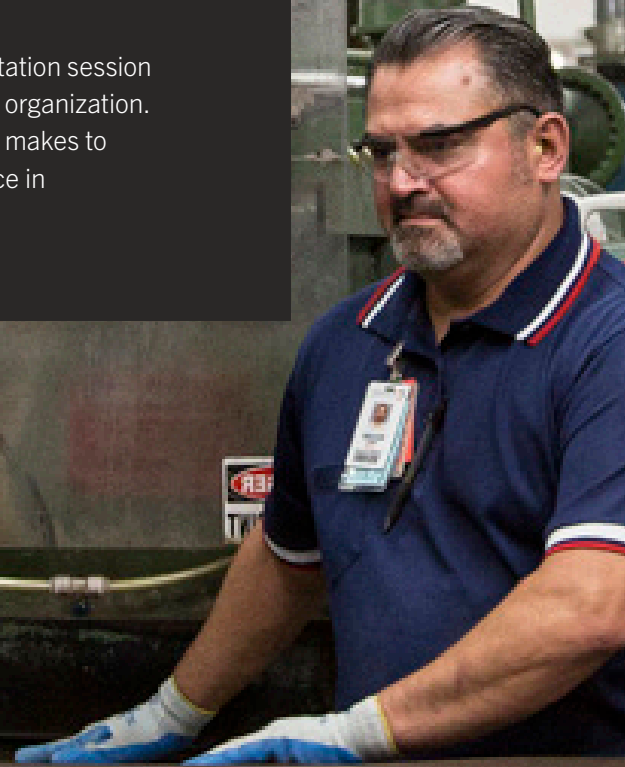
At Wilsonart, we actively watch for employee performance and achievements that contribute to our success as a company. We have set specific objectives and criteria for both salaried and hourly employees by which to evaluate performance. Hourly employees are encouraged through continuous coaching, and salaried employees receive a formal annual performance review. This is the basis for how employees earn annual discretionary performance increases, service awards, and monetary SPOT awards.



SET UP FOR SUCCESS

Our onboarding program introduces new employees to our culture and our safety and compliance practices. Through a four-part process, new team members learn about Wilsonart policies and employee benefits, plant safety, department-specific safety, and department-specific operations.

In 2021, we shifted to a full-day format for our orientation session to help immerse new hires in the ins and outs of our organization. The program has demonstrated what a difference it makes to new Wilsonart team members as they find their place in our organization.





Prioritizing Employee Safety

We integrate safety into our culture and empower our people to teach and encourage each other about safety topics.

Our cross-functional safety and emergency response teams lead their colleagues in ongoing safety trainings and help us instill safety as a daily priority. Part of our formal hazard identification process is encouraging and rewarding employees to identify and resolve safety concerns. Every Wilsonart employee is expected to report hazardous or unsafe conditions, and every employee is empowered to stop work if they see a need.

In fact, we set a 2021 target for every employee to report at least one safety suggestion or concern. We achieved our goal — the vast majority of our manufacturing employees actively participated by suggesting new ways to make our facilities safer. We promptly followed up the employee-generated reports and took any necessary corrective actions. Employees' participation in this goal demonstrates that they are indeed consciously — perhaps habitually — scanning for potential safety issues and feel empowered to call them out to management teams. Together, we can successfully continue to improve our safety performance.



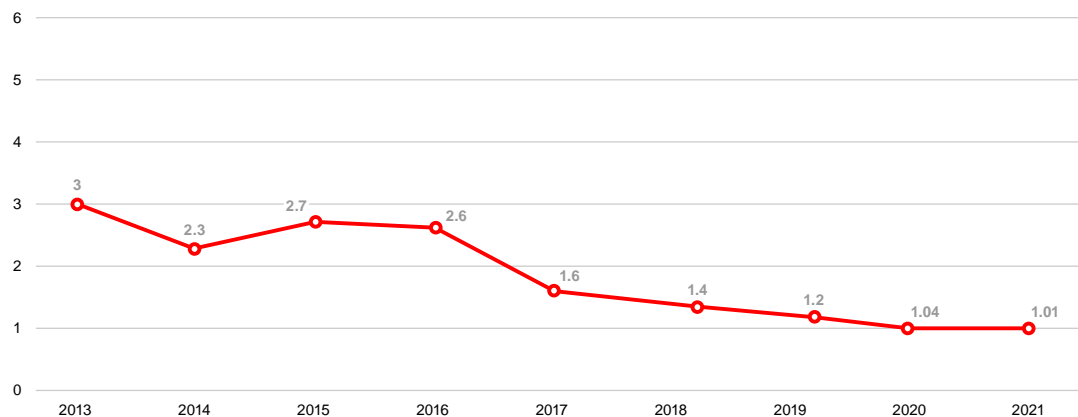
STANDARDS AND MEASUREMENTS

Improvement is not only a team effort but also a continuous process. We perform biannual ISO audits on our health and safety management systems to ensure compliance with ISO 45001:2018 standards. Facility management teams also review leading and lagging safety key performance indicators daily, weekly, and monthly to prevent any unsafe conditions from being missed. By staying up to date on safety metrics like concern reports, hazard identification, stop work events, and near misses, we can identify and correct hazards before they lead to injuries.

Our injury rate has steadily improved over the past nine years. For 2021, we established a goal of a TRIR of 1.0 with zero significant injuries — a performance that would place us among the top performers in our industry. We achieved a TRIR of 1.01, compared to 1.04 in 2020. Our team will continue to drive this number down toward 0.9 in 2022. Since 2013, that represents an improvement of nearly 70%.

We maintain **ISO 45001:2018 certification** for our occupational health and safety management system across all our sites.

TOTAL WILSONART I&I RATE



Our Holistic Approach to Health



Physical well-being is one important part of our employees' health. Through our Total Well-Being strategy, we provide resources and initiatives that go beyond the physical to empower employees to care for themselves and their families in a holistic way.

We encourage active, healthy lifestyles; support employees in all aspects of mental and emotional health; help them engage meaningfully with their families and communities; provide tools for professional growth and development; and guide them in developing smart financial habits and retirement plans.

EMPLOYEE HEALTH AND WELLNESS BENEFITS

- Medical, dental, and life insurance
- Company-provided short- and long-term disability
- Flexible Spending Accounts, Dependent Daycare Spending Account
- Telehealth resources
- Optional vision insurance
- Free onsite wellness clinics — Temple, Texas, and Fletcher, North Carolina
 - Biometric screenings
 - Personal health assessment
 - Wellness activities
- Employee Assistance Program, which includes mental health programs
- Online mental, physical, and financial health webinars and learning series
- Gym membership discounts and reimbursement
- Tuition reimbursement for employees and their dependents
- Competitive 401(k) plan
- Optional legal assistance benefits



PROTECTING OUR PEOPLE DURING THE PANDEMIC

As the COVID-19 pandemic stretched on, we focused on continuing to ensure the safety of our employees.

We continued preventive measures, including altered work schedules and temperature screenings each time anyone entered a facility. We continued our policies that allowed non-essential employees to work from home, required and accommodated social distancing practices, and required masks to be worn per CDC guidelines. Masks and hand sanitizer were made available for employees in all facilities.

As vaccines became widely available, we provided a monetary incentive for team members to receive theirs, in addition to time off for getting both shots and recovering as needed. We offered vaccines and rapid testing for team members through our onsite wellness clinics, which also provided contact tracing and quarantine guidance.

COMMUNICATING ABOUT HEALTH

Each month, we focus on a different aspect of well-being, promoting relevant resources, webinars, and benefits through our Words of Wellness employee communications. In 2021, as the pandemic ebbed and spiked again, we provided not only our typical variety of Total Well-Being online learning but also programs specially tailored to coping with the mental, physical, and financial burdens of the pandemic.

CHIPPING IN TO HELP EACH OTHER

The Wilsonart CHIP Fund helps employees facing financial hardship — with funds donated by their colleagues and Wilsonart. Every person's contributions, when added up, can go a long way. In 2021, our team members donated more than \$39,000 so that funds would be available whenever they were needed.

Any U.S.-based employee worried about being able to cover emergency expenses can apply for a tax-free grant through the CHIP Fund. Whether they are facing severe illness or injury, the devastation of a natural disaster house fire, or the shock of an unexpected death in the family, we are here to support them. In 2021, we awarded grants to assist eight team members experiencing hardships.



Our Commitment to Health Extends to Our Products

Our customers and end consumers are looking for quality and gorgeous designs — but their greatest must-have for a space is well-being. Our surfaces become part of everyday life for families, employees, patients, and students. They need products that are designed to care for human health — and Wilsonart goes beyond the surface to deliver that.

CERTIFIED ADHESIVES

Wilsonart® Adhesives are specifically formulated to offer unparalleled bonding performance for High Pressure Decorative Laminate and other surfacing products. Unlike many competing adhesives, they also exceed industry standards related to IAQ.

WILSONART® ADHESIVES AND AIR QUALITY

100%



are free of added urea-formaldehyde and methylene chloride

70%



achieve [GREENGUARD Gold Certification](#)

65%



comply with relevant rules from the [Ozone Transport Commission](#)

50%



comply with relevant rules for the [South Coast Air Quality Management District](#)

Practically all our products have earned **GREENGUARD Gold certification**. Customers and end consumers can trust that our surfaces are beautiful inside and out because they are third-party certified to promote a healthy indoor environment. All our certifications [can be easily accessed on our website](#).



EARNING THE DECLARE LABEL

In early 2022, 15 Wilsonart® HPL and Compact Laminate product types received a [Declare label](#) from the International Living Future Institute. Declare is an internationally recognized transparency platform that enables manufacturers to disclose their products' ingredients and helps customers quickly identify building products that meet their requirements for environmental and human health.

Declare screens product ingredients directly against the Living Building Challenge (LBC) Red List. The Red List inventories worst-in-class materials, chemicals, and elements known to pose serious risks to human health and the greater ecosystem that are prevalent in the building products industry. Wilsonart® Quartz is LBC Red List Free and our HPL and Compact Laminates are LBC Red List Approved. This Declaration Status means that 99% of the ingredients present at or above 100 parts per million (PPM) in our final products have not only been disclosed but also meet the LBC Red List Imperative requirements with an approved exception.



FIVE HPL, TEN COMPACT LAMINATE PRODUCT TYPES AND QUARTZ NOW CARRY THE DECLARE LABEL:

16



**HPL PRODUCT TYPES
+ QUARTZ**

STANDARD AND PREMIUM HPL
335, 350, 107

WILSONART® HD® HPL
366, 376

COMPACT LAMINATE
16, 114, 117, 514, 515, 569, 571,
572, 568, 575, 590

WILSONART® QUARTZ



Serving the Well-Being of Our Communities

The communities in which we live and work are full of history, beauty, and strength. We are honored to serve our communities through long-term partnerships with local and national nonprofit organizations that truly make a difference. We volunteer time and in-kind and financial donations to support these organizations as they provide safe environments, care for local youth, sponsor cancer research, and more.

MEET OUR COMMUNITY PARTNERS



AMERICAN CANCER SOCIETY

This national organization works to eliminate cancer by funding and conducting research, supporting cancer patients, and educating all people about cancer and its prevention. Area Relay for Life fundraising events provide an opportunity for many people, including our employees, to get involved in their mission.



AUSTIN ANGELS

This organization walks alongside children caretakers in the foster care system. They offer consistent support through intentional giving, relationship building, and mentoring. We participate in the Austin Angels' Love Box Program by collecting clothing and other important items to support local foster families.



CORPORATE ANGEL NETWORK

The Corporate Angel Network arranges free air travel for cancer patients to treatment centers. Through this program, we provide free trips on our corporate aircraft to children and their families as we make routine business trips.



HABITAT FOR HUMANITY

Affordable housing plays a critical role in strong communities. Habitat for Humanity helps families build and improve places to call home — creating new opportunities for them to thrive. Our teams are proud to volunteer their time, and as a company, we are proud to donate our products.



INVESTING IN OUR NEWEST COMMUNITY

Our new Klamath Falls manufacturing facility opened for business in 2021. Even before production started, we introduced ourselves to the community and began to support important local causes.

For example, we launched a scholarship program to provide funding to eight Klamath Community College students for the academic year, aiding them in attending manufacturing engineering technology, business technology, and welding program classes. We also donated to and led a community fundraiser for community emergency response organizations to replace protective and rescue supplies in the wake of multiple significant wildfires. We're excited to continue supporting the success and well-being of Klamath Falls!



KEEP AMERICA BEAUTIFUL

Wilsonart is a proud member of our local Keep America Beautiful affiliate. We support Keep Temple Beautiful programs financially and through the donation of our employees' time.



RALPH WILSON YOUTH CLUB

This organization gives Temple's children a safe environment where they can share educational, social, and recreational experiences. Wilsonart's founder proudly sponsored the original facility, and we've nurtured the relationship ever since by supporting their important work to help children develop into self-sufficient, responsible community members.



RONALD MCDONALD HOUSE CHARITIES

The Ronald McDonald House in Temple provides housing for families of seriously ill or injured children who must travel for medical treatment. We sponsor the organization's annual fundraisers as well as the family room that it operates in Baylor Scott & White McLane Children's Medical Center.



SUSAN G. KOMEN

Susan G. Komen is the largest and best-funded breast cancer organization in the United States. We regularly sponsor the More Than Pink Walk fundraising event in Austin, and many of our employees take part to help raise money and awareness.



UNITED WAY

We support United Way, a major contributor to local charitable organizations, through an annual fund drive. Individuals, groups, and entire departments band together to come up with creative ways to raise money for great causes.

Corporate Governance





Our pursuit of social and environmental good relies on corporate governance dedicated to ethical, responsible business practices. To go beyond the surface, we must first set clear expectations for leaders, employees, and partners.

At Wilsonart, our leadership team and board of directors have done this. They have led us in establishing strong policies and set the example we all follow in holding ourselves accountable for the commitments we make.

As in everything we do, improvement is a process. In 2021, we focused on our supplier policies, including our Supplier Code of Conduct and our new Supplier Environmental Standards Policy.



Our Ethics and Code of Conduct

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

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

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



OUR ETHICAL, SOCIAL, AND ENVIRONMENTAL POLICIES

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



HOW WE ENGAGE

We are committed to ethically engaging with our employees, communities, shareholders, and other stakeholders. In alignment with the ESG Policy of our major owner, Clayton, Dubilier & Rice (CD&R), we engage with a range of stakeholders on key ESG issues and foster transparency in our reporting.

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

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



Setting the Vision and Example for Our Company



OUR BOARD OF DIRECTORS

Wilsonart became an independent company in 2012, when Illinois Tool Works Inc. (ITW) divested a majority interest to CD&R while retaining an ongoing ownership interest. Now, as a CD&R portfolio company, we are governed by a Board of Directors that includes nominees from CD&R and ITW and three independent Directors. This has enabled us to refine our vision and mission for sustainable growth.

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

OUR LEADERSHIP TEAM

The leadership team, led by Chief Executive Officer Tim O'Brien, represents functions from across our business, including product development; marketing; sales and customer service; operations; and support functions for human resources, information technology, and others.

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

[MEET OUR LEADERSHIP TEAM](#) 



Photography Credit: Kokemor Studio

ENVIRONMENTAL AND SOCIAL OVERSIGHT

Since 2019, our ESG Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Tim O'Brien, CEO; Dave Rodgers, CFO; Joe Thesing, CCO; Shawn Wicketts, Global VP Human Resources; Danielle Mikesell, Global VP Marketing & Design; and Terry Walsh, Global VP Operations.

The ESG Committee works closely with VP Innovation & Technology Global Rajesh Ramamurthy, who serves as the lead for our environmental sustainability initiatives. Together, they present updates on ESG to the full leadership team during monthly meetings and to the Board of Directors. In 2021, they played an important role in overseeing our materiality assessment and our first global Scope 1 and 2 GHG analysis.

INFORMATION AND CYBERSECURITY GOVERNANCE

Since 2018, our Data Protection Officer has spearheaded General Data Protection Regulation (GDPR) compliance, including the implementation of a GDPR framework with quarterly reviews and status updates.

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

Wilsonart employees receive training on cybersecurity topics. Our annual penetration test and vulnerability scan for Wilsonart data systems did not identify any significant gaps or weaknesses in 2021.

GRI Content Index

STATEMENT OF USE

Wilsonart has reported the information cited in this GRI content index for the period Jan. 1, 2021 - Dec. 31, 2021 with reference to the GRI Standards.

GRI 1 used | GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Wilsonart is a world-leading engineered surfaces company headquartered in Austin, Texas, with operations in the Americas and Europe. We manufacture and distribute High Pressure Laminate, Coordinated TFL and Edgebanding, Quartz, Solid Surface, Epoxy, and other decorative engineered surfaces that are used in a variety of applications, including furniture, countertops, worktops, and walls.	View About Wilsonart in this report
	2-3 Reporting period, frequency and contact point		View About This Report in this report
	2-4 Restatements of information		View About This Report in this report
	2-6 Activities, value chain and other business relationships	May 2021 - Wilsonart acquires Flagg Incorporated, a leading wholesale distributor to the building and remodeling industry based in Cincinnati with branches in Ohio, Kentucky, and Indiana.	
	2-7 Employees		View Diversity and Inclusion section of our website



GRI STANDARD	DISCLOSURE	LOCATION
	<p>2-9 Governance structure and composition</p>	<p>We are governed by a Board of Directors that includes nominees from CD&R and ITW and three independent Directors.</p> <p>View Leadership section of our website</p>
	<p>2-12 Role of the highest governance body in overseeing the management of impacts</p>	<p>Our Board is collectively responsible for the leadership, control, development, and long-term success of Wilsonart. The Board monitors corporate performance, the integrity of financial information, and the effectiveness of our legal compliance and enterprise risk management programs. The Board works closely with our executive leadership team to create our company’s strategic plan and review progress toward our stated goals.</p> <p>View Environmental and Social Oversight in this report</p>
	<p>2-13 Delegation of responsibility for managing impacts</p>	<p>Since 2019, our ESG Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Tim O’Brien, CEO; Dave Rodgers, CFO; Joe Thesing, CCO; Shawn Wicketts, Global VP Human Resources; Danielle Mikesell, Global VP Marketing & Design; and Terry Walsh, Global VP Operations.</p> <p>View Environmental and Social Oversight in this report</p>

GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE	DISCLOSURE	LOCATION
	2-14 Role of the highest governance body in sustainability reporting	The ESG Committee works closely with VP Innovation & Technology Global Rajesh Ramamurthy, who serves as the lead for our environmental sustainability initiatives. Together, they present updates on ESG to the full leadership team during monthly meetings and to the Board of Directors. In 2021, they played an important role in overseeing our materiality assessment and our first global Scope 1 and 2 GHG analysis.	View Environmental and Social Oversight in this report
	2-22 Statement on sustainable development strategy		View Message from Our CEO in this report
	2-23 Policy commitments		View our Code of Conduct Policy
	2-24 Embedding policy commitments		View our Code of Conduct Policy
	2-29 Approach to stakeholder engagement	In 2021, we then surveyed stakeholders to determine their priorities among this longer list. Specifically, we engaged Wilsonart employees and management, customers/clients, suppliers/contractors, investors, and regulatory agencies. The survey focused on our U.S.-based operations.	View Stakeholder Engagement in this report



GRI STANDARD	DISCLOSURE	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Wilsonart partnered with a leading third-party expert to complete a materiality assessment of ESG topics in 2021. The results of this assessment guide and will continue to guide us in taking strategic action, setting new goals, and prioritizing the disclosures that are most meaningful to our stakeholders. We had previously benchmarked our company against eight sustainability leaders in the construction products sector by reviewing their corporate reporting. This benchmarking exercise provided an initial set of 30 material disclosures, which we mapped to GRI disclosures.	View Assessing Material Issues in this report.
	3-2 List of material topics	Emissions, supplier environmental assessment, water, waste, energy, and customer health and safety.	
	3-3 Management of material topics		View Environmental Impact section in this report

GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Employee Health and Wellness Benefits, Medical, dental, and life insurance
	201-3 Defined benefit plan obligations and other retirement plans	Employee Health and Wellness Benefits, Medical, dental, and life insurance
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<p>Our onboarding program introduces new employees to our culture and our safety and compliance practices. Through a four-part process, new team members learn about Wilsonart policies and employee benefits, plant safety, department-specific safety, and department-specific operations. In 2021, we shifted to a full-day format for our orientation session to help immerse new hires in the ins and outs of our organization. The program has demonstrated what a difference it makes to new Wilsonart team members as they find their place in our organization.</p>



GRI STANDARD	DISCLOSURE	LOCATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>Our Code of Conduct and Anti-Corruption Policy define and guide integrity, fairness, and accountability at Wilsonart. Every employee is required to review these documents when they are hired and at regular intervals during their employment. We have zero tolerance for any unethical conduct, fraud, bribery, or corruption by employees or third-party agents. Any employee who suspects unethical conduct or policy violations can raise their concern directly with the Human Resources or Legal departments or anonymously through our EthicsPoint email and hotline.</p>
GRI 301: Materials 2016	301-2 Recycled input materials used	<p>Different types of products include certified minimum amounts between 17% and 67% to optimize PCR content as well as product performance. Over just four years between 2018 and 2021, our dedication to using recycled paper/wood content has saved the equivalent of 555,000 trees per year. Over the past two decades, the count is above 7.9 million trees.</p>
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity	<p>View Operational Energy in this report</p> <p>View Operational Energy in this report</p>

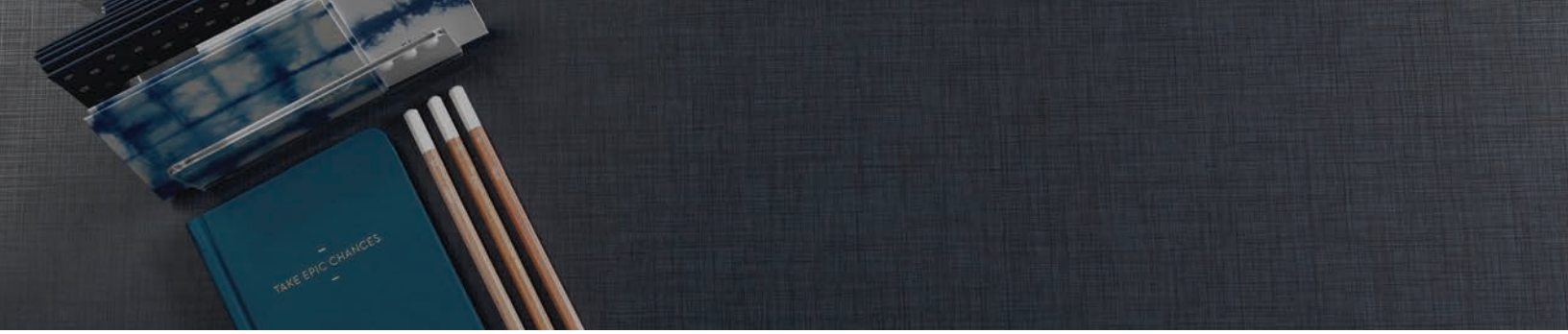
GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE		LOCATION
	302-4 Reduction of energy consumption	Renewable energy is an important part of our energy mix — and our climate action. At our Temple North manufacturing facility in Texas, 35% of the electricity we purchase from the grid is Green-e® certified renewable. In Fletcher, North Carolina, we have generated our own renewable energy since 2015. In 2021, our solar panel field produced 996,950 kWh to help us offset the electricity we purchase to run our manufacturing facility. Increased efficiency in manufacturing operations	View Operational Energy section in this report
GRI 303: Water and Effluents 2018	303-4 Water discharge	We maintain ISO 14001:2015 certification for our environmental management system, and we experienced zero instances of environmental noncompliance or contamination in 2021.	View Water Quality and Wastewater section in this report
	303-5 Water consumption		View Water Quality and Wastewater section in this report
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chart	Refer to chart at the bottom of this page

305-1 Direct (Scope 1) GHG emissions

Total Emissions (tCO2e)	Scope 1	Scope 2 Location-based	Scope 2 Market-based	Reported Biogenic CO2	Total
2018	78,040	29,908	23,184	149.01	101,224
2019	78,633	30,728	23,868	143.71	102,501
2020	77,261	29,982	23,338	77.91	100,599



GRI STANDARD	DISCLOSURE	DISCLOSURE	LOCATION
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOx and SOx are tracked	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chart	View Manufacturing Waste chart in this report
	306-2 Management of significant waste-related impacts		View Waste section in this report
	306-4 Waste diverted from disposal	450,000 pounds of laminate per year has been recycled for use as a light-weight oilfield cement additive	
	306-5 Waste directed to disposal	12.17% landfill production weight ratio	

GRI Content Index

(CONTINUED)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	In 2021, we began considering how to formalize supplier environmental engagement and gain greater transparency into our supply chain. Doing so will help us make strategic and responsible sourcing decisions while proactively assessing risks to supply and our reputation. At this time, we are updating our quarterly supplier survey with questions that will demonstrate whether — and how — our suppliers are paying attention to important ESG factors. We will continue to plan other ways to engage suppliers in continuous environmental improvements. We plan to focus on U.S.-based companies that supply our top three product components: phenolic resin, melamine resin, and kraft/deco papers. This covers more than 99% of our HPL and Compact Laminate components.



GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	We perform biannual ISO audits on our health and safety management systems to ensure compliance with ISO 45001:2018 standards.
	403-2 Hazard identification, risk assessment, and incident investigation	Facility management teams also review leading and lagging safety key performance indicators daily, weekly, and monthly to prevent any unsafe conditions from being missed. By staying up to date on safety metrics like concern reports, hazard identification, stop work events, and near misses, we can identify and correct hazards before they lead to injuries.
	403-4 Worker participation, consultation, and communication on occupational health and safety	We set a 2021 target for every employee to report at least one safety suggestion or concern. We achieved our goal — the vast majority of our manufacturing employees actively participated by suggesting new ways to make our facilities safer. We promptly followed up the employee-generated reports and took any necessary corrective actions. Employees’ participation in this goal demonstrates that they are indeed consciously — perhaps habitually — scanning for potential safety issues and feel empowered to call them out to management teams.

GRI Content Index

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GRI STANDARD	DISCLOSURE	LOCATION
	403-5 Worker training on occupational health and safety	Our onboarding program introduces new employees to our culture and our safety and compliance practices. Through a four-part process, new team members learn about Wilsonart policies and employee benefits, plant safety, department-specific safety, and department-specific operations.
	403-6 Promotion of worker health	Holistic Approach to Health: Physical well-being is one important part of our employees' health. Through our Total Well-Being strategy, we provide resources and initiatives that go beyond the physical to empower employees to care for themselves and their families in a holistic way
	403-8 Workers covered by an occupational health and safety management system	We maintain ISO 45001:2018 certification for our occupational health and safety management system across all our sites
	403-9 Work-related injuries	We achieved a TRIR of 1.01, compared to 1.04 in 2020. Our team will continue to drive this number down toward 0.9 in 2022.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	We provide opportunities for employees to grow and develop through: Promotions and transfers, Coaching and mentoring, Training and development, Including leadership, safety, compliance, D&I, technical, and job-specific topics, Educational reimbursement



GRI STANDARD	DISCLOSURE	DISCLOSURE	LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>We believe our workforce and our leadership should be representative of the communities in which we operate. At the end of 2021, 43% of our top 100 leaders in North America were women and/or an underrepresented ethnicity or race, up from 39% in 2020. Our executive team now includes two women and two racially diverse members. Across our full employee base, 51% identify as diverse in one or more ways.</p>	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<p>For our cradle-to-gate study, we used the accepted industry-wide HPL EPD, which was published in 2017. (The majority of companies that manufacture HPL refer to that industry benchmark rather than doing separate, brand-specific EPDs.) We wanted to ensure that Wilsonart® HPL was on par with the industry standard, so, in 2022, we completed a new EPD specific to our products</p>	View HPL EPD
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>We seek third-party certification across a range of issues related to environmental and human health. Certifications related to IAQ, recycled content, and sustainably sourced forest products, plus our EPDs and Health Product Declarations (HPDs) can be easily accessed on our website. We recorded no incidents in 2021.</p>	

