



Acting Beyond the Surface

2020 WILSONART SUSTAINABILITY HIGHLIGHTS
MAY 2021



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Message from Our CEO



In a year of unprecedented challenges, the nearly 4,500 Wilsonart® team members continued to deliver on our mission: Surfaces you love, service you can count on, by people who care.

The pride I take in our collective resilience is eclipsed only by the optimism I hold for what comes next. I have no doubt that the adaptations and solutions we created in the past year will help us push beyond the surface in how we care for our employees, communities, and planet.

It is appropriate that our first sustainability highlights report should cover our efforts and initiatives in 2020. Even as our world faced many shared challenges, we pursued positive change here at Wilsonart by measuring and managing our social and environmental impacts. This report documents the journey and progress we have made over several years to accomplish many goals, including reducing our carbon footprint, increasing the use of post-consumer recycled content and sustainable materials in our products, and increasing diversity on our Board and leadership team to reflect the communities in which we operate.

It is an exciting time to be in the building products industry, as it collectively shifts toward increased sustainability and drives innovation. We are taking part in the industry conversation while positioning ourselves to meet the needs and expectations of customers, employees, investors, and our communities far into the future. As we all actively search for products and companies we can trust to do the right thing; we are not satisfied with remaining at the surface level of sustainability. We are working our way deeper into what it means for us to create continuous, measurable improvement.

And we're looking beyond our environmental impacts. Last year, we chartered our new Diversity and Inclusion Council, bringing together passionate employees from across the business to help our leadership team integrate diversity and inclusion priorities into every aspect of who we are as a company. We will continue to focus on creating a diverse, inclusive, and just workplace.

Wilsonart could not do this – any of this – without our dedicated employees. Strategic thinkers, proactive doers, hard workers – every person played a role in our company's health during the pandemic. Each employee will be empowered to go beyond the surface of their role as we continue to expand our sustainability efforts.

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.

We honor the unwavering commitment of our founder, Ralph Wilson, to provide customers with industry-leading products and service. Wilsonart has a rich 65-year history serving customers with high quality products. We continue on our journey of growth with expanding our product and application offering with a keen eye on a sustainable future.



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 IN 2020

ENVIRONMENTAL

- Generated more than 1 million kWh of clean solar energy at our Fletcher, NC, site
- Used more than 13 million kWh of Green-e® certified renewable energy – 35% of the total electricity consumed – at our Temple, TX, site
- Incorporated enough post-consumer recycled content into our products since 2000 to save the equivalent of almost 7.4 million trees

SOCIAL

- Established our Diversity and Inclusion Council
- Updated our diversity and inclusion principles
- Implemented extensive changes to protect our employees from COVID-19 in the workplace

GOVERNANCE

- Continued to set an example from our leadership of integrity for all Wilsonart employees
- Guided environmental and social efforts through our ESG Committee
- Maintained a best-in-class compliance monitoring and reporting system, including oversight by the Audit Committee of our Board of Directors
- Fostered a culture of zero tolerance for any unethical conduct, fraud, bribery, or corruption by employees or third-party agents

ALIGNED TO UNITED NATIONS GLOBAL SUSTAINABLE DEVELOPMENT GOALS

We incorporate the [Ten Principles of the UN Global Compact](#) into our ESG policies and practices. Recognized by companies around the world, the Global Compact is a unifying force for the greater good. It provides a high-level framework for living out the deep sense of responsibility we feel toward people and the earth.

The 17 UN Sustainable Development Goals (SDGs) provide guidance for specific global challenges that businesses like Wilsonart can impact. We keep these large-scale goals in mind as we assess material issues and set specific company-wide goals.





About This Report

Wilsonart is committed to public accountability for our environmental and social impacts, both positive and negative. In the past few years, we have accelerated the pace at which we are making positive change, and we are proud to focus this Sustainability Highlights report on our progress and performance during fiscal year 2020.

The quantitative data encompasses the annual period ending Dec. 31, 2020, unless otherwise noted. The report's narrative also includes activities, data points, and cumulative data from prior years through early 2021, where this information provides more comprehensive and meaningful insights into our sustainability efforts.

The majority of this report, including Sustainability at Wilsonart, Corporate Governance, Social Impact, and Wilsonart® Products, covers our global efforts. In the Environmental Impact section, we focus principally on our two largest High Pressure Laminate facilities, located in Temple, Texas, and Fletcher, North Carolina. We commit to providing additional information in the future related to our manufacturing facilities around the globe.

This report has been developed in reference to Global Reporting Initiatives (GRI) standards.



Sustainability at Wilsonart

At Wilsonart, we take our responsibility to our customers and communities, our employees, and our Earth to heart. We believe in the power of engineering to create beautiful and functional surfaces while creating a more sustainable path forward for our planet by maximizing possibilities and minimizing our impacts.

It starts with who we are and layers up to how we operate and what we create. We foster a culture centered on caring for our communities and empowering each employee to grow. This care for people inspires us to care for the planet by using resources efficiently and striving to reduce our waste as we forge new ways to meet our customers' needs and solve their design challenges. Care plus efficiency allows us to create enduring products that provide end users with durability and value, without waste.

We are Wilsonart, and we look at responsibility **beyond the surface.**



Our Approach

We concentrate our efforts on people-focused programs, operational improvements, and product innovation. Everything we do and all that we create are built on the foundation of integrity established by our governance structure.

We firmly believe that pursuing **responsibility beyond the surface** is both the right thing to do and the advantageous course to take for our company's future. Positive environmental, social, and governance outcomes help us meet customers' evolving expectations, strengthen our financial standing, and position us for growth.

ENGAGING STAKEHOLDERS

Sustainability is, by its very nature, a collaborative and iterative process. For Wilsonart to create meaningful impact through our **culture of caring, inspiring efficiency, and enduring products**, we need to educate, listen to, and innovate with many different stakeholders.

EMPLOYEES

We offer ongoing opportunities for our employees to learn about sustainability and get involved in the community. They're the first to know about company news, priorities, performance, and business strategies.

SHAREHOLDERS

We take the environmental, social, and governance priorities of our owners to heart. In addition to providing information about our financial performance, we have begun reporting our sustainability efforts through updates on our strategies and progress.



A CULTURE OF CARE

Fostering foresight. Minimizing impact.



INSPIRING EFFICIENCY

Using resources wisely. Creating efficiently.



ENDURING PRODUCTS

Lasting longer. Reducing waste.

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

Community support is an essential part of our culture at Wilsonart. Through volunteerism, financial and in-kind donations, and ongoing partnerships with nonprofits, we go beyond the surface to meet deeper needs.



Corporate Governance

Strong, effective corporate governance sets clear goals and responsibilities for leaders, employees and partners. It empowers everyone involved to go beyond the surface to pursue social and environmental good, while ensuring we have the processes and practices in place to hold ourselves accountable for our commitments and core values.

WILSONART 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 foster a culture of zero tolerance for any unethical conduct, fraud, bribery, or corruption by employees or third-party agents. We encourage any employee who suspects unethical conduct or policy violations to raise their concern directly with the Human Resources or Legal departments, or anonymously through our **EthicsPoint email and hotline**. Our **whistleblower policy** protects any employee who reports misconduct in good faith from retaliation.

A best-in-class compliance monitoring and reporting system includes oversight by the Audit Committee of our Board of Directors.

DATA PRIVACY AND SECURITY

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).

Our annual penetration test and vulnerability scan for Wilsonart data systems did not identify any significant gaps or weaknesses in 2020.

OUR CHECKLIST OF POLICIES AND PRACTICES

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

OUR COMMITMENTS

We are committed to ethically engaging with our employees, communities, and natural world. In alignment with the ESG Policy of our majority owner, CD&R, we prioritize:

- Engaging with a range of stakeholders on key ESG issues and fostering transparency in reporting
- Improving long-term sustainability and performance while minimizing adverse impacts
- Maintaining appropriate levels of oversight in the areas of audit, risk management, and potential conflicts of interest, as well as maintaining strict policies to prohibit bribery
- Complying with all applicable national, state, and local labor laws, including the rights of employees to engage in collective bargaining
- Respecting human rights and abhor any labor practices that are discriminatory or that deprive individuals of their personal freedoms

Our Leadership Team

As a CD&R portfolio company, we are governed by a Board of Directors that includes nominees from CD&R and ITW, as well as 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.

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, as well as 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. >](#)



GUIDED BY OUR ESG COMMITTEE

Rajesh Ramamurthy, VP Innovation & Technology Global, leads Wilsonart's sustainability initiatives. He collaborates with our ESG Committee, composed of Tim O'Brien, CEO; Wayne Irmiter, CFO; Joe Thesing, General Counsel; Randy Patterson, Global VP Human Resources; Terry Walsh, Global VP Operations; and Danielle Mikesell, Global VP Marketing & Design. This committee oversees the many aspects of our community/social initiatives and governance. Together, Ramamurthy and the committee present updates on ESG to the full leadership team during monthly meetings and to the Board of Directors.

“For over 65 years, Wilsonart has been a responsible member of the global community. And in recent years, as our manufacturing, supply chain, and distribution networks have grown into a worldwide network, our impact on the environment has become an increasingly important part of our culture. The fact is, sustainability governance is a policy to us, not a one-time project. It's simply good business. Our vision for the future is to build sustainable products that help leverage a positive impact on people, profit, and our planet.”

- Rajesh Ramamurthy, VP Innovation & Technology Global



Environmental Impact

We strive to use resources wisely and efficiently as we craft products that solve our customers' ever-evolving design challenges. We've invested significantly in sustainable facilities, from our LEED® Silver Certified headquarters, to our solar array in Fletcher, NC, and the air quality control equipment at our Temple, TX, manufacturing facility – which the Texas Commission on Environmental Quality uses as a showcase for training new inspectors on what best-in-class facilities should look like.

We track environmental metrics across our operations each year, adding additional metrics over time for a more comprehensive perspective on our impact. We understand our operational impacts for each manufacturing site down to the amount of energy that comes from eight different sources.

This section highlights our key initiatives and advancements related to energy, water, air, and waste.

Strategic Innovations

PRODUCT: THE NATURE OF INNOVATION

New Leaf™ Performance Veneers take the beauty, depth, and dimension of natural wood grain and elevate it to a whole new level of long-lasting performance.

These products are designed to stand up to UV rays, heavy impact, scratches, and water — all the elements that cause traditional veneers to age so quickly. Plus, every sheet, every order is perfectly consistent, without the extreme variations in color or grain typically experienced with traditional veneers. That means New Leaf veneers purchased years from now will match those installed — no need to replace existing surfaces in order to match new ones.

By setting the new standard for long-lived natural style, New Leaf Performance Veneers result in less waste for end users and fewer natural resources required over time.



3x

more fade and color change resistant



4x

more wear resistant



16x

more crack resistant



8x

more dent resistant



14x

more impact resistant



4x

more scratch resistant



2x

more water resistant

OPERATIONS: POSITIONED FOR ENERGY-EFFICIENT GROWTH

Wilsonart continues to focus on key growth areas of the business — one being our Thermally Fused Laminate (TFL) products. These products contribute to Leadership in Energy and Environmental Design™ (LEED®) points in several categories in both New Construction and Commercial Interiors, helping architects and their clients meet their project certification goals.

We're growing our TFL capacity and footprint in North America with a new facility in Klamath Falls, Oregon. We've designed this facility to use LED lighting with advanced controls as well as high-efficiency motors to minimize our electricity usage. Our goal is to be fully operational in the third quarter of 2021.



COMMITTED TO OPERATIONAL EXCELLENCE



Safety policies and procedures at all manufacturing facilities



Focus on energy efficiency in manufacturing processes



Optimized movement of materials between production and distribution sites

We maintain ISO 14001:2015 certification for our environmental management system, and we experienced zero instances of environmental noncompliance or contamination in 2020.

RESPECTING OUR COMMUNITIES' NEEDS

In our Fletcher, NC, and Temple, TX, locations, we have arranged with our local utilities to divert energy away from our plants and to our communities when needed on the coldest and hottest days of the year. For instance, in Fletcher, on an exceptionally cold day when everyone has cranked up their heat, natural gas is turned off to our facility so that residents and essential users like hospitals can count on it to stay warm. During that time, we can burn propane or other similar fuels. In Texas, our arrangement works similarly, except that it covers electricity instead of natural gas.

Operational Energy

We continuously update our lighting, motors, and other equipment to high-efficiency models to reduce our energy consumption. We also go beyond this standard approach to efficiency by adopting innovative manufacturing processes.

For instance, we use manufacturing by-products – such as the dust created from sanding the back of the laminate – to produce energy, and we reuse hot water in our pressing process. These efforts reduce our reliance on natural gas while putting waste to good use.

We track our energy use by source at each site. Our data includes our consumption of natural gas, propane, fuel oil, saw dust, and electricity from the grid and from our solar array.

RENEWABLE ENERGY GENERATION

We bring renewable energy into our energy mix in several different ways. At our Temple North manufacturing facility, 35% of the electricity we purchase from the grid is Green-e certified renewable. In Fletcher, NC, we generate our own renewable energy. Since 2015, our solar panel field has produced between 700,000 kWh and 1.3 million kWh each year to offset the electricity we purchase to run our manufacturing facility.

The lower amount in that range is due to losing solar capacity in 2018 after extreme weather hit the area. We reinvested in our solar capacity to increase output to previous levels, and in 2020, we succeeded in producing more than 1 million kWh.

Each year, the system cuts our carbon dioxide emissions by roughly 900 tons and reduces mono-nitrogen oxide emissions by more than 11,000 lbs. and sulfur oxide emissions by 2,564 lbs.



Air and Water

AIR EMISSIONS

Wilsonart operates 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.

We evaluate all new or updated processes for potential air emission impacts, and we make sure to obtain any necessary new permits proactively.

In both our Temple and Fletcher facilities, we have installed air pollution control devices to reduce emissions in our manufacturing operations and keep them safely below federal and state permit standards.

We track plant emissions for a number of potential pollutants, calculate carbon equivalents, and work to continuously reduce our impacts. Tracked emissions include the greenhouse gases carbon dioxide and methane as well as emissions that can affect both environmental and human health such as nitrogen and nitrous oxides, sulfur oxides, and particulate matter. We strive to go beyond regulatory requirements in our efforts to minimize emissions while maximizing efficiency.

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 2020. The water quality and wastewater initiatives we take vary by location and facility functions. Our Temple, Texas, and Fletcher, North Carolina, 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.

Waste Management

Just as our surfaces are inspired by the designs in nature, so are our waste management practices. In nature, nothing is wasted. Everything can be used for multiple purposes.

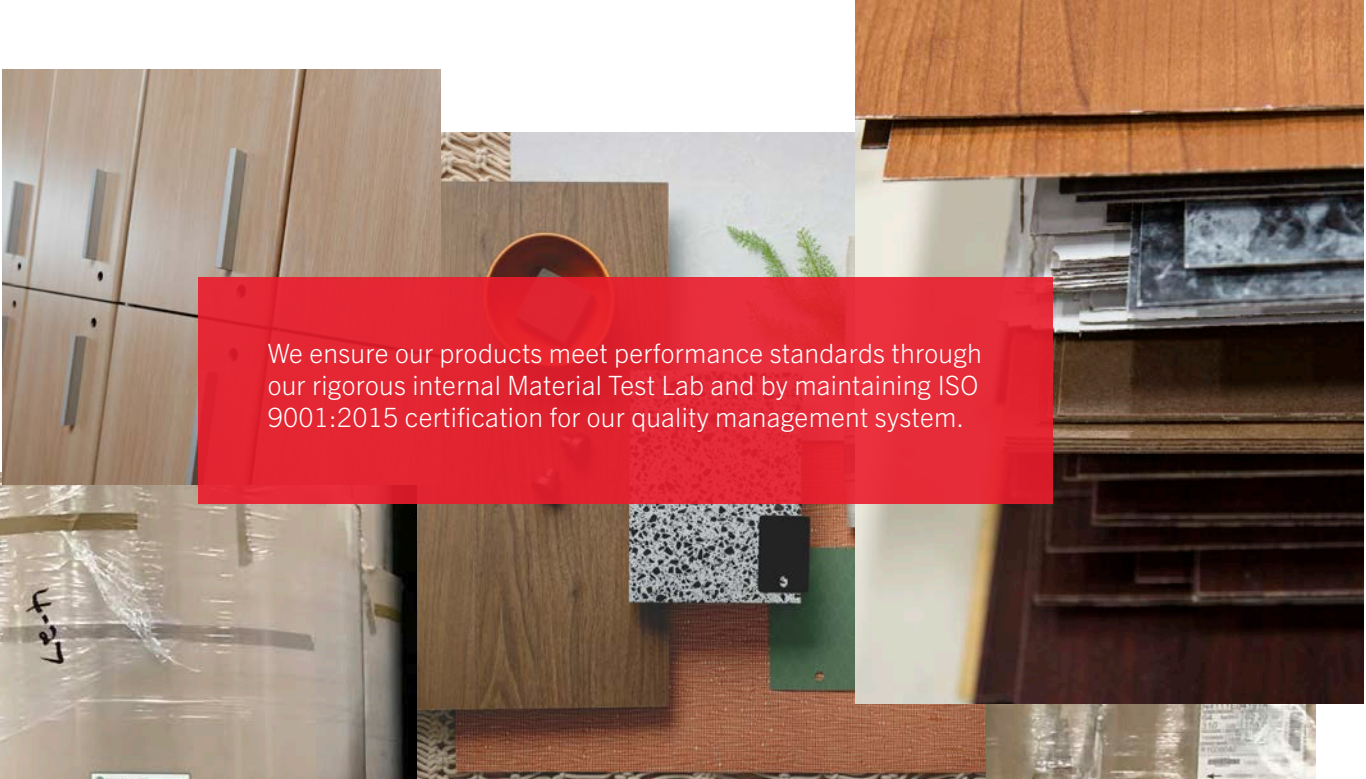
With this in mind, we address the environmental impact of waste on two fronts: targeted process improvements to cut down on manufacturing waste at the source and programs to divert waste – pre-consumer and post-consumer – from the landfill.

PROCESS IMPROVEMENTS

Our Quality Assurance teams drive ongoing efforts to reduce the chance of receiving expired or unusable raw materials and to minimize breakage or other damage to products that render them unsellable.

We also find innovative uses for manufacturing by-products, such as combusting the dust created from sanding the back of the laminate to power other processes.

Throughout the manufacturing process, we track our waste output and carefully manage waste accumulation, storage, and shipment according to ISO 14001 and regulatory requirements. If our regular inspections demonstrate any shortcomings, we take the appropriate corrective actions.



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.



KEEPING WASTE OUT OF THE LANDFILL

OUR MANUFACTURING WASTE

Since 2011, we have diverted about 68,000 tons of manufacturing waste – paper, cardboard, wood, particle board, laminate, and more – from the landfill through our recycling efforts.

Over time, we have created partnerships to repurpose the rejected laminate. For example, approximately 450,000 pounds of laminate per year has been recycled for use as a light-weight oilfield cement additive.

In 2020, we set a goal based on ISO 14001 standards to stay below 10% landfill to production weight ratio. We ended the year at 12.17%. We will continue to search out new opportunities to divert our waste from the landfill and meet our goal.

POST-CONSUMER RECYCLING

We consider the amount of post-consumer recycled content we use to be a differentiator that sets our products apart in the market. All Wilsonart® High Pressure Laminates have been certified by SCS Global Services to contain post-consumer recycled (PCR) content. Different types of products include certified minimum amounts between 17% and 67% to optimize both PCR content and product performance.

Wilsonart Recycled Content Certificates

Product	Minimum Post-Consumer Recycled Content	Certificate
High Pressure Laminate (Type)		
335, 735	34%	<u>SCS-MC-02028</u>
350, 376, 776	22%	<u>SCS-MC-03133</u>
107, 174	17%	<u>SCS-MC-03131</u>
362, 364, 367, 762	32%	<u>SCS-MC-06240</u>
372, 374, 377	21%	<u>SCS-MC-06241</u>
Laminate Backers (Type)		
203, 207	32%	<u>SCS-MC-02027</u>
202, 220, 230	67%	<u>SCS-MC-02478</u>

Overall Post-Consumer Recycled Content = 23%

In 2020, we used almost 20,500 tons of post-consumer waste in our products. Since 2000, our commitment to purchasing PCR content has diverted nearly 308,000 tons of wood/paper waste from the landfill. One way we have increased our PCR content over time involved working closely with a supplier to develop an improved grade of saturating kraft paper. This innovation has allowed us to increase the post-consumer recycled content in our High Pressure Laminate products, without sacrificing beauty or performance.

COMMUNITY RECYCLING

Wilsonart helped the City of Temple develop its first-ever municipal recycling program. In 2016, we launched a different type of recycling program in Fletcher, in which we connected with community creatives to upcycle laminate that does not meet our quality standards. Nearly 400,000 pounds of laminate boards have since been converted into wall coverings, pottery wheels, picnic tables, art installations, and more.

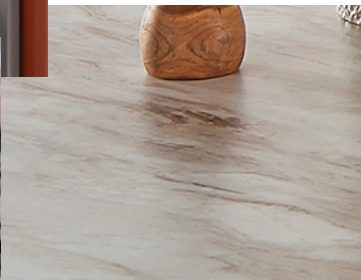


A SIZEABLE IMPACT

The amount of PCR content we've diverted from the landfill since 2000 has saved the equivalent of nearly 7.4 million trees¹ – enough to fill a forest the size of Chicago.



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



PROGRESS BY 2025

We have set aggressive targets to increase the percentage of recycled and sustainably sourced content in the products we produce in the U.S. We are currently exploring partnerships and innovations that will help us reach them.

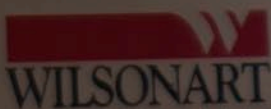
- Increase overall PCR content in High Pressure Laminates to 40% by 2025.



A green Clark forklift operator is shown in a warehouse setting, moving a pallet of materials. The operator is wearing a blue shirt and a white hard hat. The forklift has "CLARK" written on its side. The background shows a large stack of materials wrapped in white plastic, and a pallet with a Wilsonart logo is visible in the foreground. The overall scene is dimly lit, with the forklift's headlights providing some illumination.

Social Impact

As a global organization, Wilsonart is a diverse group of dedicated people who care about doing the right thing, every day. Whether it is making a flawless sheet of High Pressure Laminate, volunteering in the communities we serve, or coming together to ensure one another's safety during a pandemic, "people who care" is not only part of a customer value proposition, but it is deeply woven into our company culture.



Diversity and Inclusion

2020 was a stark reminder of the work left to do to bring equality to all members of our communities. At Wilsonart, we came together to create new ways to make good on the inherent promise that all of our people should be able to bring their best selves to work and achieve their full potential.

We started by chartering a new **Diversity and Inclusion Council**, a diverse group of employees from across the business who work side by side with Wilsonart leaders to integrate D&I even more deeply into our culture and into our decision-making processes. The Council, which reports on D&I activities at every Board meeting, has been specifically tasked to help us imagine new ways to incorporate D&I into our hiring and workforce development practices, key business partnerships, and community engagement. They helped us establish our company D&I principles, providing us with a unified set of expectations for all employees.

The events of 2020 heightened everyone's awareness of systemic racism and racial injustice, and in response, our leadership team opened new avenues for gathering feedback and ideas from all employees related to diversity and inclusion. This included a **company-wide D&I survey**. The D&I Council and D&I champions from our Executive Leadership Team began the process of creating action plans to respond to specific feedback and expand our D&I efforts in 2021.

WHERE WE ARE — AND WHERE WE WANT TO BE

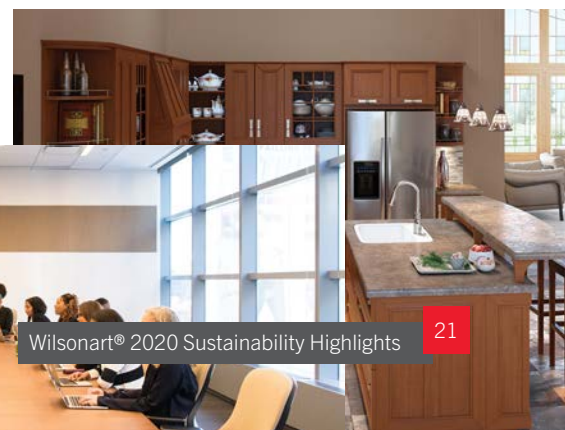
Wilsonart employs approximately 4,500 people, and we believe that our workforce should be representative of the communities in which we operate. We have set internal goals to make this vision a reality, starting with our leadership. Of our top 100 leaders in North America, 39% are women and/or an underrepresented ethnicity or race. These numbers form the baseline for our ongoing diversity and inclusion efforts.

In 2019, we met our goal to double the diversity of the executive leadership team when two women joined two leaders of color in the group. In 2020, we added a female member to our Board of Directors for the first time, and we are continuing our efforts to increase diversity in our Board in 2021.



OUR DIVERSITY AND INCLUSION 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 of 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.



Protecting Our Employees

We maintain **ISO 45001:2018 certification** for our occupational health and safety management system across all of our sites. Our cross-functional safety and emergency response teams lead their colleagues in ongoing safety trainings and help us instill safety as a top priority in our company culture.

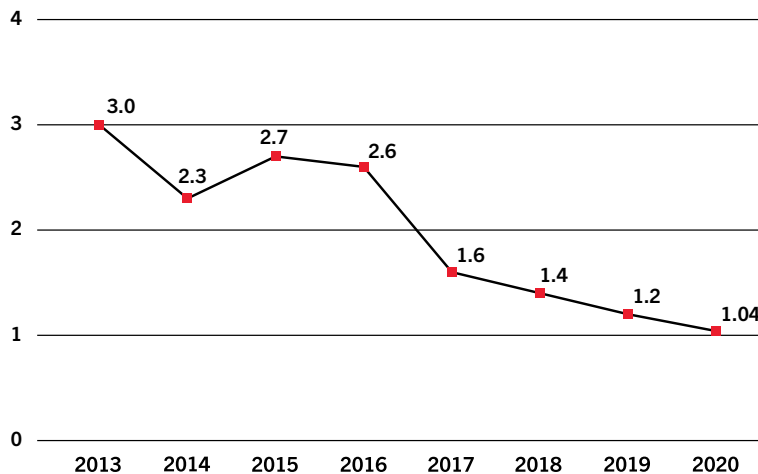
Part of our formal hazard identification process is encouraging and rewarding employees to identify and resolve safety concerns. Every Wilsonart employee is expected to report hazardous or unsafe conditions, and every employee is empowered to stop work if they see a need.

Facility management reviews leading and lagging safety key performance indicators on a daily, weekly, and monthly basis. We perform biannual ISO audits, which dig deep into health and safety systems to ensure compliance with the appropriate standards.

Our injury rate has steadily improved over the past eight years. In 2020, we had a total recordable incident rate of (TRIR) of 1.04, an almost 70% improvement over 2013. For 2021, we established a goal of 0.9 TRIR with zero significant injuries – a performance that would place us among the top performers in our industry.

Improvement is a continuous process, and we are digging deeper into our safety metrics (including concern reports, hazard identification, stop work events, and near misses) to help us identify and correct hazards before they lead to injuries. We have set a target for every employee to report as least one safety concern in 2021. By empowering our front-line teams to take direct and immediate action, we believe we will continue to improve our safety performance.

TOTAL WILSONART TRIR RATE



Promoting Employee Health

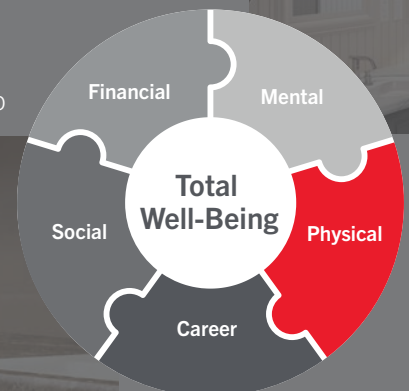
Health is about much more than the body. At Wilsonart, we take a holistic approach to promoting employee health and fulfillment by providing resources and initiatives that encourage well-being beyond the physical. We refer to our strategy as **Total Well-Being**.

Each month, we focus on a different “piece” of well-being, promoting relevant resources, webinars, and benefits through our “Words of Wellness” employee communications.

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, TX, and Fletcher, NC
 - 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

- **Mental:** Supporting all aspects of mental and emotional health
- **Physical:** Empowering employees to live a healthy lifestyle
- **Career:** Enhancing professional growth and development
- **Social:** Engaging with families and communities
- **Financial:** Developing healthy financial habits and planning for retirement





WELL-BEING DURING COVID-19

Over the past year, our highest priority has been to ensure the safety of our employees and workplaces while serving the needs of our customers.

As part of the building industry, we were considered an essential business, and so Wilsonart did not shut down our operations at any point during the pandemic.

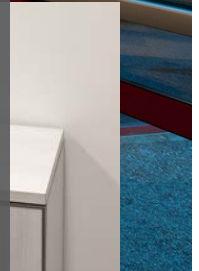
To keep all of our essential employees safe, we took significant preventive measures, including altered work schedules, temperature screenings each time any person entered a facility, and HVAC alterations to decrease chances of spreading the virus. We developed policies to allow non-essential employees to work from home, require and accommodate social distancing practices, and require masks to be worn. Face coverings and hand sanitizer were available for our employees in all facilities. We undertook contact tracing and quarantine protocols, mandating that any employee experiencing symptoms of COVID-19 or any employee in close contact with a positive case stay home.

We provided not only our typical variety of Total Well-Being online learning but also new programs specially tailored to coping with the mental, physical, and financial burdens of the pandemic and working from home.

AID FOR EMPLOYEES THROUGH THE WILSONART CHIP FUND

For employees facing financial hardship, the Wilsonart CHIP Fund is a source of help. Any employee in the U.S. worried about being able to cover emergency expenses caused by a severe health issue, injury, natural disaster, house fire, or death of an immediate family member can apply for a tax-free grant.

The CHIP Fund is the sum of individual donations from employees and contributions from Wilsonart. It's a tangible way for employees to "chip in" to help their colleagues when they face the unexpected. Every little bit really does count – and every person's contributions, when added up, can go a long way.



Advancing Careers

For the career piece of Total Well-Being, we provide opportunities for employees to grow and develop through:

- Promotions and transfers
- Coaching and mentoring
- Training and development
- Educational reimbursement

RECOGNIZING ACHIEVEMENTS

At Wilsonart, we reward performance that contributes to our collective success as a company. We have set specific objectives and criteria for both salaried and hourly employees by which to evaluate performance. This is the basis for how employees earn annual discretionary performance increases, service awards, and monetary SPOT awards.

In our company-wide 2020 survey, our employees said they value our performance-based systems for determining rewards, recognition, and career advancement opportunities.

CLEARING THE PATH TO CAREER SUCCESS

Our onboarding program helps new Wilsonart team members find their place in our organization. The program introduces them to our culture and 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.

DEVELOPING EMPLOYEES FOR THE LONG TERM

Fourteen years is the average tenure for a U.S. based Wilsonart employee as compared with the U.S. median of just over 4 years¹ – and so our employees' decision to make their careers at Wilsonart indicates that we are succeeding in creating a workplace where employees feel valued and gain opportunity.



¹ U.S. Bureau of Labor Statistics, <https://www.bls.gov/news.release/tenure.nr0.html>



Serving Our Communities

Our roots run deep in the communities where we live and work. Our long-term partnerships with local and national nonprofits allow us to help strengthen neighborhoods, foster a healthier environment, and provide support to those in need. We support organizations that are truly making a difference in our communities through in-kind and financial donations, employee volunteer days, and more.

OUR PARTNERS FOR LASTING IMPACT



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. Throughout 2020, we participated in the Austin Angels’ Love Box Program by collecting clothing and other important items to support a local foster family.



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.



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; 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.

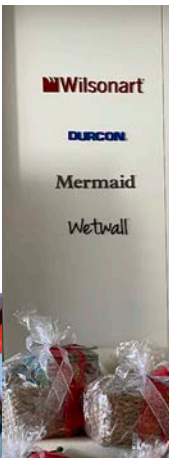


UNITED WAY

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.

BUILDING A SPACE FOR HOPE IN 2020

The Central Texas chapter of Transplant Recipients International Organization (TRIO) envisioned a space that would provide affordable temporary housing for transplant patients and their families. Wilsonart proudly supported the construction of their new hospitality house, which was dedicated in December 2020. We donated a variety of materials to help make this a space that welcomes and comforts the families it houses.





Wilsonart® Brands and Products

The Wilsonart family of brands include: Wilsonart®, Arborite®, Bushboard, Durcon®, KML, Laminart®, Mermaid™, New Leaf™, Polyrey®, Ralph Wilson®, Resopal®, Shore™, Technistone®, and Wetwall™ brands, the Company continuously redefines decorative surfaces through improved performance and award-winning designs.

The Company 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 so cannot withstand the same level of use or strong cleaning products. And with products like RE-COVER™ – a self-adhesive laminate can be installed over existing surfaces – we eliminate the need to fully replace damaged or worn surfaces.

Our enduring products reduce waste over the long term – while delighting end users in the present.



HIGH PRESSURE LAMINATE (HPL) - STANDARD

Made up of a wear-resistant overlay, decorative sheet, and impact-resistant kraft, our HPL offers long-lasting beauty, function, and performance at an affordable price.

HD® HIGH DEFINITION® AND PREMIUM LAMINATE

These laminates feature AEON™ Enhanced Scratch- & Scuff-Resistant Performance Technology. They are dramatically more durable than natural surfaces or competitive laminates with similar finishes.

THERMALLY FUSED LAMINATE (TFL)

TFL Panels are a key component of our Coordinated Surfaces program. When combined with our vast array of high performance laminate offering, edgebanding and cabinet door and component options, TFL Panels complete a suite of products unmatched in the industry for coordinated color, pattern, and finish selections.

TRACELESS™ LAMINATE

This fingerprint-resistant, repairable surface ensures that smears, smudges, and streaks are rarely seen. It combines a stunning aesthetic with easy cleaning and heat, impact, and scratch resistance.

THINSCAPE® PERFORMANCE TOPS

These ultra-thin countertops are highly versatile and durable. Available in various large-scale looks with unique finishes, THINSCAPE countertops deliver affordable luxury with exceptional performance.

SOLID SURFACE

This stain-resistant product line is virtually seamless, nonporous, and requires no surface sealant. It's easy to repair and renew the surface, making it ideal for home, retail, healthcare, and education foodservice interiors.

QUARTZ

This stylish, sleek, and strong surface requires significantly less care than other natural stones. Unlike many natural surfaces, quartz does not absorb liquid, so it never needs to be sealed or polished.

LEED® CERTIFICATION CONTRIBUTIONS

Wilsonart branded products – especially HPL with certified recycled content – can earn credits in the Materials and Resources (MR) and Indoor Environmental Quality (EQ) categories on a LEED-certified project, typically as part of a finished article or permanently installed product. [Learn more at wilsonart.com/leed-v4-1-potential-contributions](https://www.wilsonart.com/leed-v4-1-potential-contributions).

Compliance and Certification

Transparency is a key part of our commitment to going beyond surface-level service to people and planet. Our third-party sustainability documentation and disclosures, Indoor Air Quality (IAQ), FSC, EDPs, HPDs and more can all [be easily accessed on our website.](#) >



CERTIFIED RESPONSIBLE



We were the first North American laminate manufacturer to pursue Forest Stewardship Council® chain of custody certification, which traces the path of products from forests through the supply chain. This certification verifies that FSC-certified material is identified or kept separated from non-certified material. Today, we're still leading the industry by providing thousands of SKUs of Forest Stewardship Council® Mix Credit Certified surfaces.



Wilsonart uses post-consumer recycled paper across multiple grades of laminates and backers.



The majority of Wilsonart products, including our Laminates, THINSCAPE® Performance Tops, and more, bear the GREENGUARD Gold certification for low chemical emissions that can contribute to healthier indoor environments.



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