



Environmental Working Group Charter

May 2025

Participants:

Working Group Members:

- Chief Operating Officer
- Senior Vice President, Product Development
- Senior Vice President, Engineering
- Vice President, Global Quality Assurance
- Director, Manufacturing Engineering

Working Group Administrator:

- Director, Global Environmental, Social, and Governance (ESG) Compliance

Purpose:

The purpose of the Environmental Working Group is to:

- Integrate environmental considerations into all phases of the product lifecycle.
- Ensure that products and packaging meet or exceed environmental regulations and customer requirements.
- Investigate and implement sustainable practices in product design, development, operations, and end-of-life management.
- Measure and reduce the product environmental footprint.

Scope:

The working group will focus on the following areas:

| | |
|---------------------------------|--|
| Upstream | <ul style="list-style-type: none">• Product design and materials selection• Sourcing |
| Direct Operations | <ul style="list-style-type: none">• Operational waste, emissions, and resource use |
| Downstream | <ul style="list-style-type: none">• Delivery to customers• Product end-of-life and closed-loop considerations |
| Cross Lifecycle Elements | <ul style="list-style-type: none">• Environmental regulations and customer requirements |

Working Group Objectives

| Objective | Details | Recommendation |
|--|--|---|
| 1. Expand Environmental Considerations Across the Product Lifecycle | <ul style="list-style-type: none"> • Address environmental aspects at every lifecycle stage, from design to end-of-life. • Develop lifecycle-specific initiatives. | <ul style="list-style-type: none"> • "Considerations Checklist" used during product development to embed sustainability early and systematically. |
| 2. Integrate Regulatory Milestones into the Sustainability Roadmap | <ul style="list-style-type: none"> • Ensure product compliance with evolving regulations and anticipate future requirements. | <ul style="list-style-type: none"> • Integrate product level regulatory tracking systems into the sustainability roadmap to facilitate proactive compliance. |
| 3. Support Customer Sustainability Needs | <ul style="list-style-type: none"> • Address customer demands for sustainable products, balancing cost considerations. | <ul style="list-style-type: none"> • Research and implement cost-neutral or value-added environmental benefits. • Continuously engage with customers on sustainability. |
| 4. Measure and Monitor Environmental Program | <ul style="list-style-type: none"> • Foster continuous improvement through effective measurement and monitoring of environmental programs. | <ul style="list-style-type: none"> • Engage relevant stakeholders to establish goals, key performance indicators, and monitoring systems. |
| 5. Reduce Product Environmental Footprint | <ul style="list-style-type: none"> • Optimize materials, processes, and operations to lower overall product environmental impact. | <ul style="list-style-type: none"> • Implement initiatives recommended by the working group. |

Working Group Function:

1. **Identify Opportunities:** review product lifecycle components and identify opportunities for additional environmental consideration
2. **Define Success:** identify appropriate metrics that support management of environmental performance.
3. **Prioritization of Initiatives:** Consider cost, impact, regulatory alignment, and customer demand to prioritize projects.
4. **Advocate for Resources:** Define business need for resources with customer and regulatory input to secure appropriate funding.
5. **Resource Allocation:** Assign resources and budget for projects.
6. **Evaluation:** Evaluate progress with established metrics and alignment with corporate sustainability goals. Publish annual updates on achievements and learnings.