



# Global Impact Report

Published in July 2025

**COPELAND**  
Engineered for Sustainability



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# Letter from Our CEO

GRI<sup>1</sup> 2-22, 2-24



Thank you for your interest in both Copeland and our company's first Global Impact Report. Although we only became a standalone company in May 2023 following a carve-out from a large U.S. conglomerate, Copeland is a business with over 100 years of history, built on a legacy of innovation and industry leadership.

By reading this inaugural Global Impact Report, I am confident you will gain deeper insights into our sustainability efforts, into our commitments to our colleagues and into the communities in which we operate as well as the culture and processes that underpin the governance of our company.

**Sustainability** is a core component of our business strategy and is embedded across our vision, mission and values. As a company, we contribute to improving lives and protecting the planet by helping to address key challenges associated with the energy transition, accelerating the transition to low-global warming potential (GWP) and natural refrigerants and safeguarding perishable food and medicines through an effective and efficient cold chain. Our technologies, services and solutions, supported by our investments in research and development (R&D) and the resulting innovation and new product developments, help address these challenges. Underscoring our focus on innovation and new product development is that we invest approximately 4% of our annual revenues back into engineering and R&D. The impact of this investment is evident in the fact that we have received or filed for 430 new patents and launched 124 new or significantly enhanced products since May 2023.

<sup>1</sup>References to Global Reporting Initiative (GRI) throughout report

<sup>2</sup>See Appendix, page A-3

Across our operations, we are taking actions to reduce our carbon footprint, with a target of reducing absolute emissions by 55% for Scope 1 and 2 and 32.5% for Scope 3 by our fiscal year 2033. In our fiscal year 2024, which ended in September 2024, we made meaningful progress by reducing our Scope 1 and 2 emissions by 10% and Scope 3 emissions by 8%.<sup>2</sup>

**Engagement** across the Copeland team and with the communities in which we operate is a core part of our culture. We measure the level of colleague engagement twice per year through formal engagement surveys. I am pleased to report that we reached a level of engagement above the 95<sup>th</sup> percentile of industrial manufacturing companies in FY2025, benchmarked externally, with more than 90% of our colleagues participating in these surveys.

Additionally, we launched the Copeland Shared Ownership Program in May 2024 with all 18,000 colleagues as participants. This program allows every Copeland colleague to share financially in the company's success with no financial contribution on their part. The actual award amount will be aligned with the return on investment for our owners.

We are also committed to giving back to the communities in which we work and live. To this end, we launched Inspiring Horizons, our social impact program, earlier this year. This program is focused on corporate giving and Copeland colleagues volunteering to empower, enable and encourage children, youth and young adults in less advantaged neighborhoods and underrepresented groups to realize their full potential

through greater connection, access and education. Each of our 18,000+ colleagues will have one day of paid time off to volunteer in approved Inspiring Horizons events each year. By combining financial contributions with our colleagues' time, we are making a meaningful impact in our local communities.

**Governance** remains a constant foundational pillar across our global operations, ensuring we always operate with integrity and transparency. We seek to embed ethical business practices and consistent processes in everything we do, from managing our operations to our engagement with customers and industry partners.

Through the passion of our 18,000+ colleagues, supported by both our culture and the Copeland Business System, our business continues to evolve, grow and thrive.

Again, thank you for your interest in Copeland. It is my hope that after reading this Global Impact Report you will see why my Copeland colleagues and I are proud of our company and the contributions that we make to the world every day.

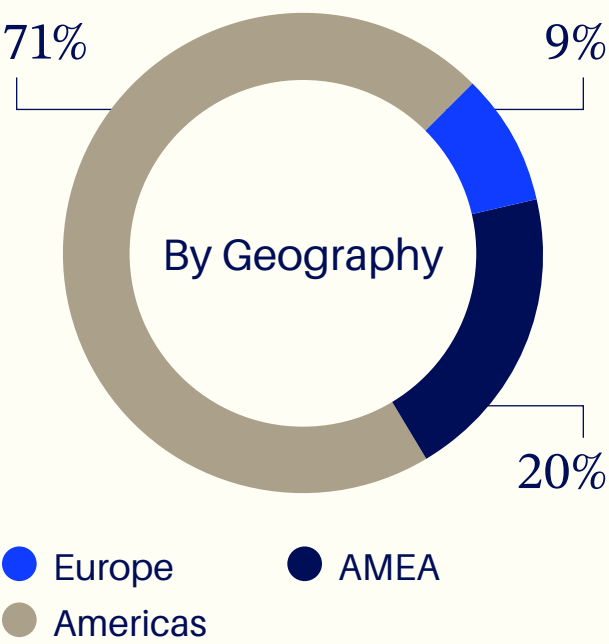
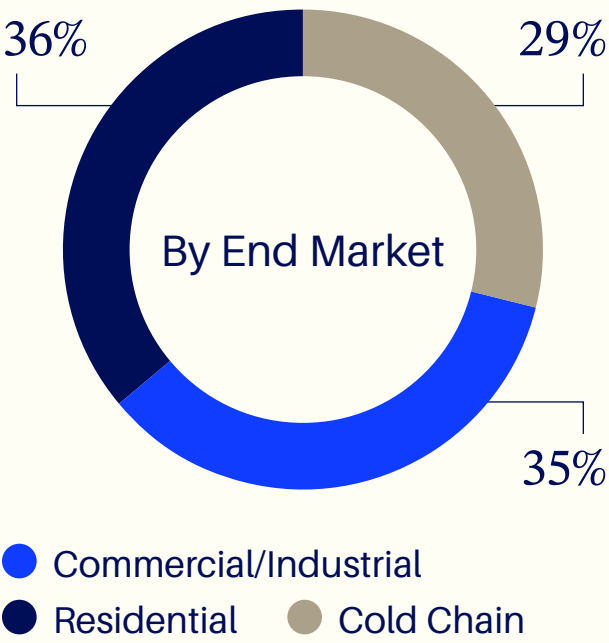
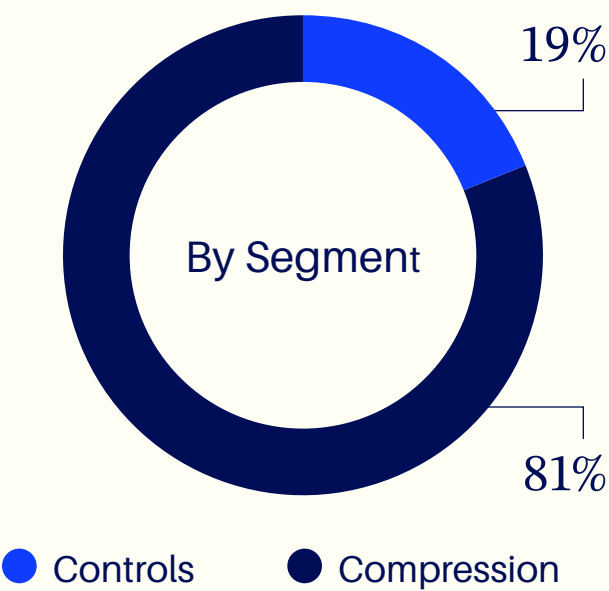
Sincerely,

A handwritten signature in black ink that reads "Ron B Shuster". The signature is stylized and cursive.

**Ross B. Shuster**  
Chief Executive Officer



Revenue breakdown<sup>1</sup>



Founded 103 years ago by Edmund Copeland, our journey began with a focus on innovation and a strong culture of high performance. These principles continue to define us today as a global leader in developing more sustainable heating, cooling, cold chain and industrial solutions.

In May 2023, we began a new chapter when we divested from Emerson (NYSE: EMR) and became a standalone company backed by private equity firm Blackstone Inc. (NYSE: BX). Guided by a vision and mission centered on shaping a more sustainable future, we remain committed to developing and delivering solutions that are designed to improve lives and protect the planet, today and for future generations while generating strong financial performance.

At Copeland, we are a leader in sustainable heating, ventilation, air conditioning and refrigeration (HVACR) solutions, helping customers meet rising demand for energy-efficient and low-GWP refrigerant technologies. Our leadership not only advances the global decarbonization, it also fuels revenue growth and strengthens long-term financial value.

This first Global Impact Report reinforces Copeland’s commitment to being a responsible employer, partner, manufacturer and industry steward. It is organized around our mission pillars of People, Performance and Purpose, which serve as the foundation for all we do. Through our products and solutions, we work to:

- Support the energy transition across heating, cooling, cold chain and industrial applications
- Accelerate the adoption of climate-friendly, low-global warming potential (GWP) and natural refrigerants<sup>2</sup>
- Safeguard perishable food and medical products through an efficient and sustainable cold chain

<sup>1</sup>Last 12 months 31 December 2024

<sup>2</sup>EPA.gov

<sup>3</sup>See Appendix, page A-5

<sup>4</sup>FY2024 in USD

Our approach positions us to help address global trends such as climate change, rising electricity demands and the complexities of global supply chains in a unique way.

This report is informed by leading sustainability reporting frameworks such as the Global Reporting Initiative (GRI) standards<sup>3</sup> and includes our FY2024 data for Copeland, unless otherwise stated.

VISION

Together, we create sustainable solutions that improve lives and protect the planet, today and for future generations.



FY2024 REVENUE

\$4.75B<sup>4</sup>  
in USD

SCALE

18,000+  
colleagues worldwide in

40+  
countries

INNOVATION

2,300+  
engineers and researchers with

3,400+  
active patent records

RESILIENCE

200M+  
global installations with

\$1.4B<sup>4</sup>  
in aftermarket net sales





We are passionate about identifying, innovating and investing in sustainable solutions that improve lives and protect the planet.

- Engineered for Sustainability ►
- Innovation ►
- Strategic Partnerships ►
- Industry Leadership ►

# Purpose



# Global Priorities

Copeland solutions are more relevant today than ever. Our approach is heavily focused on providing solutions that address key global sustainability megatrends, including:

## Energy transition

20%

Heating accounts for almost 20% of energy use in industry and buildings globally and about 25% of energy-sector emissions.<sup>1</sup>

## Adoption of climate-friendly refrigerants

3x

The world population is expected to be 9.8 billion people in 2050,<sup>2</sup> tripling HVAC and refrigeration energy consumption.<sup>3</sup>

## Safeguarding perishable products

526M

Approximately 526 million tons of food go to waste each year due to a lack of effective refrigeration.<sup>4</sup>

<sup>1</sup>IEA.org

<sup>2</sup>UN.org

<sup>3</sup>IEA.org

<sup>4</sup>UNEP.org

<sup>5</sup>Actual savings may vary according to utility cost, climate, available rebates and other variables.



# Engineered for Sustainability

Through innovation and a dedication to stewardship, Copeland seeks to align its sustainability objectives with global climate priorities for the HVACR industry, such as energy efficiency, low-GWP refrigerants and extended product lifecycles. Together with our trusted brands, we are Engineered for Sustainability, creating solutions that we believe make a difference — today, tomorrow and for generations to come.

## Case study

The Landmark London, a luxury hotel, tackled high energy bills and sustainability mandates by partnering with Copeland for an energy savings test using Verdant smart thermostats. Installed seamlessly without disrupting guests or operations, these thermostats use radio frequencies instead of Wi-Fi and optimize energy use with intelligent setbacks, balancing comfort and efficiency. The pilot reduced HVAC runtime by an average of 31%, projecting annual savings of approximately \$120,000 (USD).<sup>5</sup>





23M

With over 23 million thermostats made by Copeland installed in North American homes and buildings and over 2 million European homes warmed with heat pumps running on Copeland compression, our technology optimizes energy use, lowers emissions and ensures comfort, even in colder climates.<sup>1</sup>

159

Partnering with utilities across North America, Sensi participated in 159 demand response programs in 2024 resulting in 5,253 events to help reduce stress on the energy grid.<sup>1</sup>

Supporting the Energy Transition

Through our products, we have empowered our customers to adopt cleaner and more efficient solutions that address and accelerate decarbonization and electrification and advance energy management systems that drive efficiency gains while reducing demand on the energy grid.

Copeland products, which include compression, drives, heat pumps, power electronics, smart thermostats, controls and monitoring systems, have been designed to optimize energy use and support utility demand response programs that reduce and help balance energy usage during peak periods.

Through our thermostats and building controls, we have over 15,000 megawatts of connected energy under control in both residential and commercial markets.<sup>1</sup> These devices can be leveraged in utility demand response programs to reduce energy usage during periods of peak demand, enabling more renewable energy to be added to the grid and supporting utilities’ 2050 net-zero carbon emission goals.

More than 50% of large landfills in the U.S. producing renewable natural gas (RNG) use our systems to help achieve their decarbonization goals.<sup>1</sup> By utilizing Vilter’s single-screw compression technology, these facilities convert methane from landfills, wastewater treatment plants, dairy farms and food waste into a renewable energy source. This proven technology supports the integration of renewable energy into the grid, offers a reliable and sustainable alternative to traditional natural gas and enables the reduction of 20 million metric tons of CO<sub>2</sub> emissions annually at landfills and farms.<sup>2</sup>

<sup>1</sup>Copeland Impact Statements  
<sup>2</sup>Copeland internal data, based on average total methane capture per year through Vilter installation at landfills and farms

440M

pounds of high-GWP refrigerant will be avoided using our lower-GWP compatible technology by 2030.<sup>1</sup>

Accelerating the Adoption of Climate-Friendly Refrigerants

Transitioning to more sustainable refrigerants within our product portfolio is a crucial component of our environmental and customer-focused strategy. The growing demand for sustainable heating, cooling and cold chain solutions has created the need to accelerate the adoption of natural and low-GWP refrigerants such as R-744 carbon dioxide (CO<sub>2</sub>) and propane (R-290) to reduce environmental impact. Copeland’s technologies are designed to help businesses achieve their sustainability goals while improving operational efficiency.

Thanks to its superior chemical compounds that enable high energy efficiency, lower-GWP CO<sub>2</sub> has played a key role in helping to reduce our Scope 3 emissions and contributing to reducing our customers’ Scope 1 emissions when compared to other refrigerants. For over a decade, we have demonstrated our commitment to advancing lower-GWP CO<sub>2</sub> cold chain technologies by focusing on innovating advanced solutions and simplifying CO<sub>2</sub> system integrations.

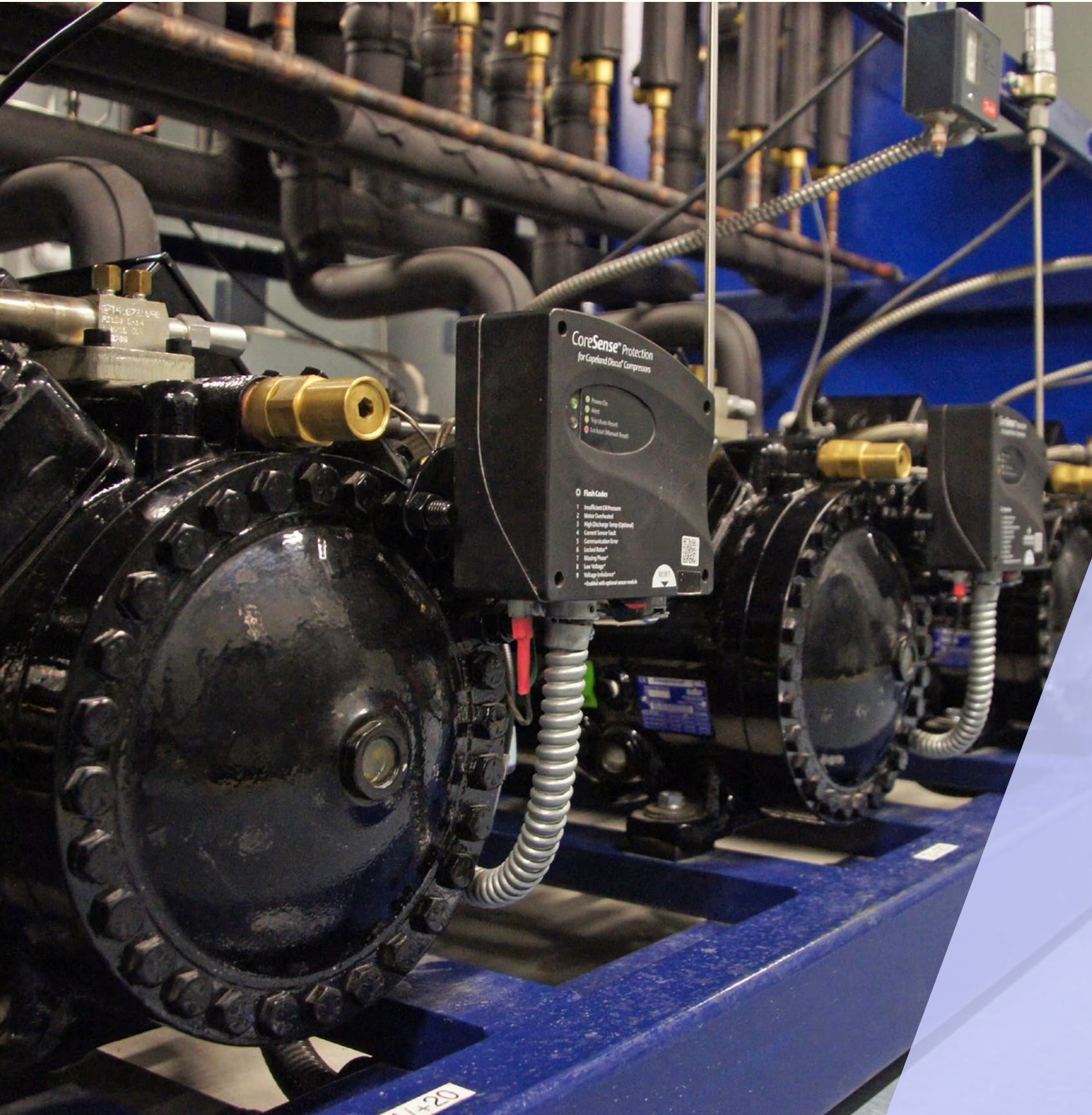
Our advanced compression technologies, including scroll, screw, reciprocating and centrifugal systems, are at the core of this transition. These systems are designed to not only minimize emissions but also provide robust, reliable performance across commercial, industrial, cold chain and residential applications.

19M+

homes and commercial buildings worldwide use our heat pump technology to reduce CO<sub>2</sub> emissions.<sup>1</sup>

**Case study**

Walgreens has upgraded its groundbreaking, power-generating concept store in Evanston, Illinois, setting a new standard in sustainable retail. Powered by renewable energy, the store utilizes Copeland’s advanced CO<sub>2</sub> compression and controls, developed with OEM Zero Zone, to harness geothermal energy for efficient HVACR systems. This refresh of a 2013 installation reduces the store’s carbon footprint and utility costs while integrating solar and wind energy.





70M

We refrigerate and monitor 70 million tons of perishable food in U.S. retailers and on more than 5 million refrigerated ocean container and temperature-sensitive overland trips globally per year, helping ensure quality, traceability and precise temperature control.<sup>1</sup>

2/3

Two out of three U.S. grocery stores are managed with Copeland facility controls.<sup>1</sup>

<sup>1</sup>[Copeland Impact Statements](#)

## Safeguarding Perishable Food and Medical Products Through Sustainable Cold Chains

Copeland’s cold chain technologies have helped ensure the safe storage and transportation of perishable food from farm to fork and temperature-sensitive medical products like vaccines and biologics. Through precise temperature control, real-time monitoring and cloud-connected systems, our products are designed to prevent waste, enhance supply chain efficiency and avoid substantial greenhouse gas (GHG) emissions tied to landfill decomposition.

Through real-time monitoring, data collection and reporting, we provide end-to-end protection for refrigerated cargo, helping ensure the preservation of our customers’ products throughout transportation.

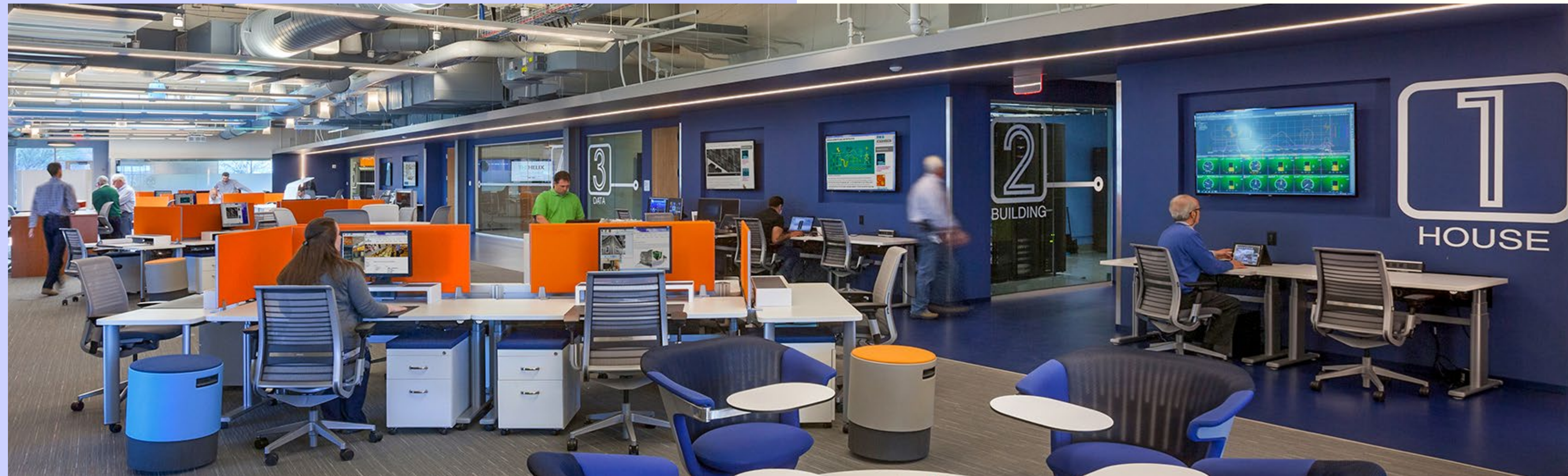


### Case study

In India, where up to 50% of food and crops spoil post-harvest due in part to the challenging climate and insufficient storage infrastructure,<sup>1</sup> a sustainable solution was required. Partnering with Ecozen, over 300 high-quality solar-powered cold room systems were deployed in rural locations. By incorporating Copeland’s advanced variable speed compression technology, these cold rooms significantly boost energy efficiency and safeguard post-harvest produce, improving storage solutions, reducing food loss and providing vital support to local farmers.

<sup>1</sup>Food and Agricultural Organization of the United Nations





# Innovation Is in Our DNA

Our product innovation is reinforced by a portfolio of over 3,400 active patent records<sup>1</sup> — 430 of these were filed since we divested from Emerson, including 265 in FY2024.

<sup>1</sup>As of July 2025

Since becoming a standalone company, we have launched 124 new or significantly enhanced products. Our culture of breakthroughs is driven by more than 2,300 engineering, research and development colleagues worldwide who are dedicated to developing sustainable technologies, approaches and products that directly address the global demand in the HVACR and industrial markets.

On a global scale, we invest approximately 4% of our annual revenue in engineering, research and development with a majority of that investment targeted at technology advancement and the delivery of new products to support the energy transition, the transition to low-GWP and natural refrigerants and the continued development of an efficient and effective cold chain to ensure food and pharmaceutical availability.

Supported by approximately 500,000 square feet of advanced engineering labs across 8 countries, our team drives progress in compression, sound and vibration, electronics, power electronics, software and controls.

We work with our customers on the technologies and solutions they embed in their own products, often 3-5 years in advance of their market release. Together with our industry partners, we seek to advance sustainability measures for the good of the planet.

Copeland's New Product Development team re-engineered our entire North American residential scroll offering compressor twice (over 6 million units). Parallel programs focused on improving efficiency gains, adherence to industry standards, streamlining operations and increasing reliability are anticipated to drive \$1.4 billion (USD) in annual revenue beginning in FY2025. This effort is designed to allow our customers to meet the 2025 EPA-mandated shift to lower-GWP A2L refrigerants. Furthermore, the team secured six new patents and successfully scaled production across seven facilities.

Our Helix Innovation Center, a 40,000-square-foot facility built by Copeland at the University of Dayton campus in Ohio, is designed for collaboration and brings together researchers, academia and industry experts to tackle critical issues and accelerate progress. With purpose-built spaces, the Helix is the hub of innovation at Copeland and simulates real-world environments to drive advancements in areas like residential comfort, data center thermal management and supermarket refrigeration. From testing extreme environmental conditions in a fully functional connected home to optimizing energy efficiency in food service and commercial settings, the Helix enables the proving of novel solutions that help define the future of our industry.





# Strategic Partnerships

We work alongside customers, governments and industry peers to advance more sustainable HVACR technologies and standards. Through engagement efforts in regulatory forums and joint initiatives, we are shaping industry practices that help meet the needs of today while preparing for the needs of tomorrow.

Our stakeholder mapping activities help align our focus with the priorities that matter to our business and to the broader global community. By incorporating stakeholder needs into our product development process and through strategic partnerships and engagement with industry leaders, our solutions are designed to address real-world challenges and deliver value, including energy efficiency, lower-GWP refrigerants and GHG emissions and safeguarding food and pharmaceuticals through an efficient cold chain.

“Strategic partnerships and active industry engagement are essential to advancing sustainable HVACR technologies. By aligning with stakeholders and shaping global standards, we ensure our solutions address real-world challenges while driving meaningful progress for a more sustainable future.”

—Jennifer Butsch, Regulatory Affairs Director



# Industry Leadership

GRI 2-8

Copeland actively participated in more than 35 industry trade associations and advocacy groups, including the Air-Conditioning, Heating and Refrigeration Institute (AHRI), American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), the European Heat Pump Association (EHPA) and the European Partnership for Energy and Environment (EPEE).

With representation on over 80 committees, our colleagues are deeply engaged, with some serving in board-level positions. Their active involvement drove progress by helping to shape industry standards. This collective effort underscores our leadership and unwavering commitment to advancing global sustainability within the HVACR industry.





We are relentless in our pursuit of excellence. We challenge ourselves to improve our operational performance and build upon our industry leadership to consistently deliver superior business results.

Environment ►

Responsible Business and Governance ►

Ethics and Governance ►

# Performance



At Copeland, our performance culture is measured by both what we do and how we do it. This balance is evident in our environmental initiatives, where we focus on creating more sustainable solutions and reducing our impact, and in our responsible business and governance practices, which ensure these efforts are carried out with integrity, transparency and accountability.



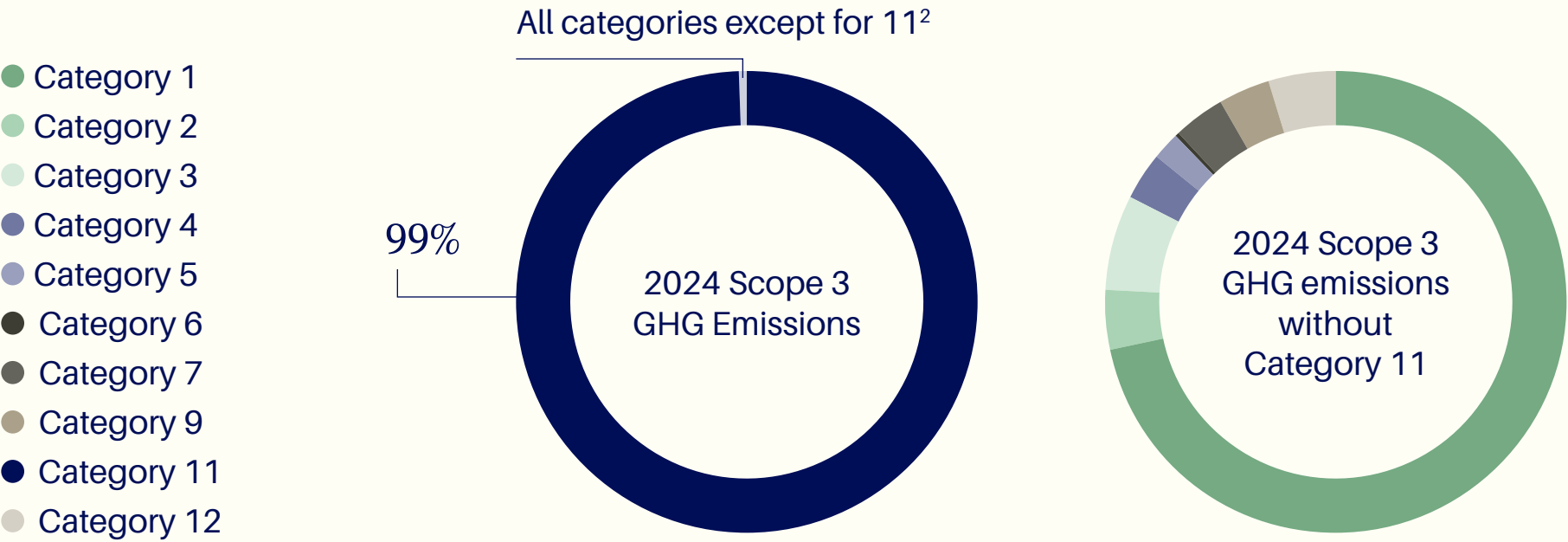
# Environment<sup>1</sup>

GRI 302.1, 302.2, 302.4 305.1, 305.2, 305.3

Sustainability is at the heart of who we are and is embedded across our operations, products and partnerships.

Energy use profile <sup>1</sup> (MWh)		Market-based emissions <sup>1,2</sup> (mtCO <sub>2</sub> e)		Location-based emissions <sup>1,2</sup> (mtCO <sub>2</sub> e)	
	<div><div>Fuel usage</div><div>Electricity and steam usage</div></div>		<div><div>Scope 1</div><div>Scope 2</div></div>		<div><div>Scope 1</div><div>Scope 2</div></div>
FY2024	<div><div>41%</div><div>59%</div></div> <div><div>302,829</div><div>433,777</div></div>	FY2024	<div><div>71%</div><div>29%</div></div> <div><div>234,572</div><div>97,788</div></div>	FY2024	<div><div>54%</div><div>46%</div></div> <div><div>234,572</div><div>196,477</div></div>
FY2023	<div><div>42%</div><div>58%</div></div> <div><div>316,657</div><div>438,956</div></div>	FY2023	<div><div>64%</div><div>36%</div></div> <div><div>235,166</div><div>135,070</div></div>	FY2023	<div><div>54%</div><div>46%</div></div> <div><div>235,166</div><div>204,658</div></div>

<sup>1</sup>GHG emissions were calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard  
<sup>2</sup>For full dataset, see Appendix, page A-3



In FY2024, we achieved an 8% reduction in our Scope 3 emissions compared to FY2023.<sup>2</sup>



## Integrating Sustainability into Our Operations

GRI 201.2

Guided by the [Copeland Business System](#), we are building organizational capabilities to drive progress. This system allows us to balance short-term sustainability goals with our commitment to achieving our long-term strategic objectives. Across our global operations, we have implemented initiatives aimed at reducing energy consumption, increasing onsite renewable energy, minimizing waste, streamlining resources and improving water management practices — all without compromising performance.



As a result of our efforts in FY2023, we achieved a B- for our first CDP Climate Change Questionnaire environmental disclosure submission in FY2024. This recognition, received in our first year as a standalone company, supports

our commitment to transparency to our customers and other stakeholders and provides a reference point for opportunities for continued improvement.

We set new internal standards for operational excellence with our Mikulov, Czechia, and Saltillo, Mexico, facilities where energy-efficient building designs, facility automation, advanced monitoring systems and renewable energy sources like solar panels and rainwater collection are helping us curb emissions, reduce dependencies on natural resources and improve overall energy performance.

We also drove energy savings and operational excellence through innovative approaches such as reduced testing hours across our engineering labs. In FY2024, Copeland enhanced its global product reliability assessment process by leveraging historical lab test data, product

application knowledge, digital simulation tools and advanced statistical techniques. This improvement delivered over 360,000 hours of test time reduction without compromising product reliability and led to over 6.3 GWh of incremental energy usage avoidance, representing approximately 1.5% of Copeland’s global electricity usage. Beyond sustainability-related benefits,

this global initiative significantly reduced lab testing backlogs, lowered hardware costs and accelerated speed to market, without sacrificing quality or performance.

Consistent with our shared ownership mindset, we are launching Energy Kaizens in 2025 — collaborative initiatives designed to identify and capitalize on additional energy-saving opportunities.



## Working to Reduce Greenhouse Gas Emissions

We are addressing Scope 1, 2 and 3 emissions to reduce GHG emissions across our operations, supply chain and product lifecycle. Our strategy combines actionable measures with clear metrics so we can identify potential risks early and take timely corrective actions.

Using FY2023 as our baseline, we intend to commit to reducing absolute emissions by 55% (an annual reduction of 7.7%) for Scope 1 and 2 and by 32.5% for Scope 3, primarily in Category 11, by FY2033. These targets are built on the Science Based Targets initiative (SBTi) framework. Achieving these reductions is critical to aligning with global climate goals and contributing to a 1.5°C pathway. We expect to submit our detailed targets to SBTi for validation in FY2025.

### Key Actions for Scope 1 and 2 Emissions Reduction:

- Set annual GHG reduction targets of at least 7.7% to drive consistent progress
- Shift to lower-GWP and natural refrigerants
- Conduct Energy Kaizens to uncover opportunities for efficiency improvements
- Develop a pipeline of energy and emissions reduction projects that are incorporated into the capital planning process
- Upgrade certain equipment to more energy-efficient alternatives
- Invest in onsite renewable energy solutions and purchase renewable electricity certificates, where economically feasible and appropriate
- Monitor Scope 1 and 2 emissions monthly to identify risks and implement corrective actions promptly
- Obtain ISO14001 and ISO50001 certification in global plants where not already certified





### Reducing Scope 1 Emissions Globally

Reducing Scope 1 emissions is one of our core priorities since these greenhouse gas sources are within Copeland's direct control and their mitigation offers a more immediate and measurable impact. To address the primary contributors to our Scope 1 emissions, including fugitive refrigerant emissions and the use of natural gas for process heat and space heating, we have implemented strategies such as electrification and optimizing equipment set points. As a result, we reduced our natural gas related GHG emissions by more than 5% in FY2024.<sup>1</sup> We anticipate accelerating Scope 1 GHG emission reduction in the upcoming years by transitioning to low-GWP refrigerants, minimizing refrigerant leakage in our laboratories and further upgrading equipment across our facilities worldwide.

We have considered regional differences when advancing electrification solutions, including parts of Asia, Europe and North America. As a result, we strategically deployed electrification solutions to optimize emissions outcomes rather than just implementing one-to-one replacements.

### Innovating Energy Use to Cut Scope 2 Emissions

Copeland took steps in FY2024 to reduce our Scope 2 emissions by advancing energy optimization initiatives. For example, we reduced CO<sub>2</sub> emissions by approximately 268 tons per year at our Suzhou, China, facility by implementing our Copeland scroll super-high temperature heat pump system.

In addition, we are enhancing our renewable energy adoption through a combination of onsite generation and renewable energy certificates, which account for approximately 53%<sup>1</sup> of our overall electricity consumption.

Across our global operations, solar panels generated a total of 9,950 MWh and wind capacity generated 4,254 MWh, avoiding 8,703 metric tons of CO<sub>2</sub>e in FY2024.<sup>2</sup> Onsite renewable energy generation includes solar photovoltaic systems, such as the solar panel arrays at Belluno, Italy, and Suzhou, China, which contributed 182 and 4,654 MWh, respectively, in FY2024. In Suzhou, an amount equal to 7.7% of their annual purchased electricity consumption was saved by generating the energy onsite through solar panels, resulting in 2,860 metric tons of CO<sub>2</sub>e in emissions savings.

### Tackling Scope 3 Through Collective Action

Scope 3 emissions pose complex challenges in reducing our GHG impact. We are addressing them by emphasizing collaboration and cooperation with business functions throughout Copeland including supply chain, operations, human resources and engineering as well as suppliers, partners and customers to enable emissions reductions across every stage of the lifecycle. Because the use phase of our products contributed approximately 99% to our company carbon footprint, our efforts are centered on increasing the energy efficiency of our existing products while innovating new solutions. We continue to strengthen our data quality for Scope 3 emissions, placing a focus on suppliers and upstream and downstream transportation resources.

At a high level, we calculated our Scope 3 emissions following the guidelines outlined in the GHG Protocol. For each Scope 3 category, the protocol provides a range of calculation methods that vary in accuracy depending on factors such as its significance to overall Scope 3 emissions and amount of data available. Copeland has chosen the most appropriate method for each category based on these factors, and therefore the level of maturity in our calculations vary category to category. Copeland has prioritized developing a mature and comprehensive approach to calculating our Category 11 (Use of Sold Products) emissions, as this represents the largest source of our emissions. Improving our Scope 3 inventory often requires data from external sources, such as our suppliers and customers, which can be challenging to obtain. Despite this, we remain focused on strategic improvements that deliver maximum impact while optimizing resources. Key among these will be transitioning data used in our Category 1 emissions from spend-based to weight-based, a shift designed to enhance the precision of our calculations.

Our shift to 24% post-consumer recycled nylon resin in products exemplifies Category 1 Scope 3 emissions reductions. Moving to a weight-based calculation will enable us to quantify related GHG reductions. Beyond cutting emissions, recycled resin supports circular economy practices and reduces reliance on virgin materials, amplifying environmental benefits.

To ensure transparency and deliver on our commitment to continuous improvement in measuring and mitigating our environmental impact, our Inventory Management Plan outlines our methodologies, including data sources, calculation processes and emissions factors.

<sup>1</sup>For explanation of calculation, see Appendix, page A-3

<sup>2</sup>References IEA emissions factor 2024

10%

of our direct material suppliers are now engaged in sustainability assessments.

GRI 308.1







## Conserving Water Resources

Water conservation is a business priority for Copeland across the globe. For example, our Mikulov, Czechia, plant is reusing water from its washing and phosphating machine. Through optimized management processes, we expect to reduce overall water usage while ensuring operational resilience. Monitoring monthly water consumption and improving efficiency signals not only our commitment to conservation, but also our respect for the communities and environments in which we operate.

We will continue to integrate water reduction targets into our larger conservation roadmap and tailor conservation efforts to the unique challenges and opportunities each region presents.

## Zero Waste Milestones

Guided by the principles of reduce, reuse and recycle, we are improving waste management and decreased waste streams through innovating packaging and other programs. By adopting reusable packaging and lowering material use, we not only reduced environmental strain but also improved supply chain efficiency.

One notable shift involved designing and qualifying the transition from single-use plastics and foam components to cardboard for shipping during FY2024. Single-use plastics are neither effectively recyclable nor practical for return or reuse and come with high production costs due to labor and materials. Cardboard, however, offers a recyclable alternative. It maintains a comparable weight profile to avoid additional shipping costs, has undergone reliability testing and is cost-effective to produce through partial automation and affordable raw materials. The actual transition to cardboard is set to occur in FY2025 and is expected to reduce waste and deliver cost savings.

Our Cookstown, Northern Ireland, facility is a benchmark for what's possible in our facilities. By achieving zero waste to landfill, we've demonstrated the power of strategic planning and execution.

A key element of our approach at Cookstown includes recycling materials such as paper, card and plastics. Any residual waste that cannot be recycled is sent to an R1-rated waste-to-energy facility for energy recovery to ensure 100% landfill avoidance at Cookstown. Such success is inspiring initiatives across our other global sites as we aim for wide-reaching impact.

We will complete a comprehensive assessment in FY2025 to deepen our understanding of waste issues. These insights will shape our future solutions, helping to ensure circular practices are implemented across all facilities and ensure that recycling and reduction remain cornerstones of our strategy.

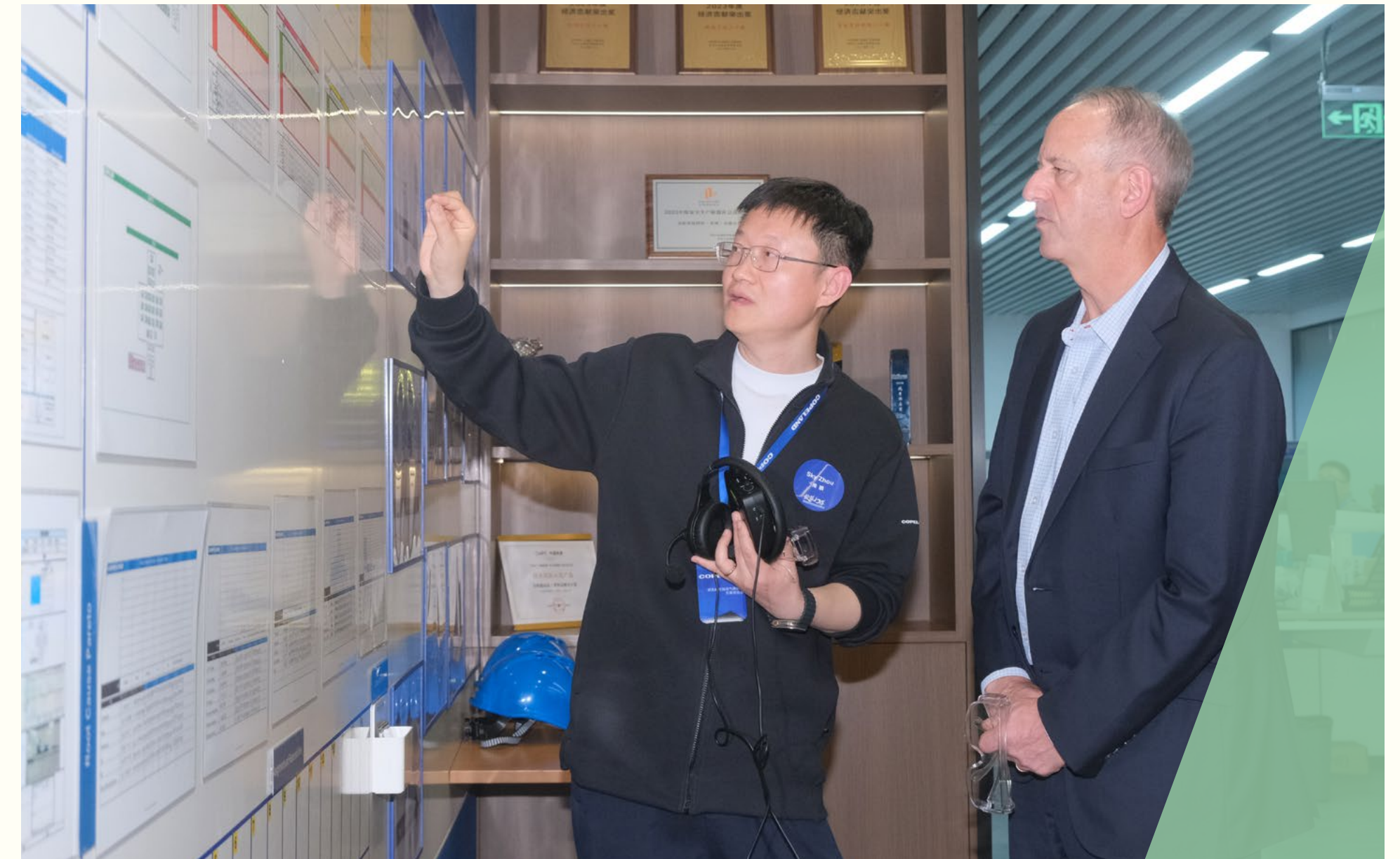
## Leadership Accountability

GRI 2-20

We believe that accountability must begin at the top, and so our executives have sustainability goals with GHG reductions embedded as a core component of their compensation structure. This approach ensures that our climate commitments remain a focal point of business strategy and fosters alignment throughout the organization, driving collaboration and innovation across teams to meet targets.

“Sustainability is a leading indicator for long-term value creation.”

—Fabian Schwanke, Sustainability Director





# Responsible Business and Governance



We are committed to doing what's right and striving for excellence in every aspect of our business.

As one of our primary values, Responsibility is at the core of everything we do. We expect colleagues to act ethically and take personal responsibility for actions that improve our business. Copeland's governance program provides clarity for our global colleagues and allows us to operate effectively with integrity, transparency and accountability. By encouraging our colleagues to voice concerns and recommend improvements, we proactively address risks, creating an environment of trust and accountability.

## The Copeland Business System

The Copeland Business System is the set of global, enterprise-wide processes and tools that we rigorously and consistently apply to drive a sustainable competitive advantage in the marketplace and position Copeland for operational excellence in 2025 and long-term success.



In FY2024, our focused strategic priorities began transforming Copeland as we deployed the Copeland Business System with advancements across the pillars of People, Growth, Operations, Governance and Foundation. We deployed foundational capabilities to standardize how we drive impact and continuous improvement through value stream mapping, lean daily management, problem solving and Kaizen.



## Oversight, Preparedness and Risk Management

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-18

As one of the pillars of the Copeland Business System, Governance is not a separate workstream or a check-the-box exercise. It is integrated into our strategic planning process and enables decisions about resourcing, prioritization and planning. We conduct comprehensive risk assessments of material business and sustainability issues. The executive team is responsible for managing identified enterprise risks, and cross-functional working teams collaborate to improve risk maturity.

We drive continuous improvement in organizational awareness with leadership accountability, clearly defined roles and responsibilities and proactive risk monitoring. Program status and key performance indicators are reported to the Audit Committee and Board of Directors.

Copeland’s Board of Directors provides oversight across our operations with sound decision-making and industry expertise. Committees focused on broad elements of our business offer further direction of our enterprise-wide sustainability program and strategy, provide insights into risk assessments and vet our sustainability goals and targets. These committees include Audit, Compensation and Nominating and Corporate Governance. Our Board committees operate under formalized, Board-approved charters detailing specific responsibilities, which are reviewed periodically for improvements and scope changes.

Our crisis management practices are center-led for consistency across global sites and are closely linked to enterprise risk management, helping us stay responsive and resilient. We regularly test these practices with the senior leadership team to ensure effectiveness with clearly defined roles and established escalation procedures to quickly respond to and mitigate the impact of any issue.

Modern tools help us react and respond quickly. For example, when historic flooding happened near our site in Manila, Philippines, we were able to communicate with all 600+ colleagues within hours to confirm their wellness and offer support.

### Data Governance and Cybersecurity

GRI 2-23

In today’s digital world, data integrity is a key enabler of value and is essential to maintaining trust and equipping our teams to make confident decisions. At Copeland, we use advanced cybersecurity practices to secure sensitive information and safeguard organizational and customer data. Process controls and requirements are documented in policies covering personal data protection, records management and generative artificial intelligence. Our data governance team, in close alignment with enterprise risk management, provides direction, accountability and decision-making clarity to help identify issues and manage requirements.

To strengthen our efforts, we actively collaborate with and require business partners to maintain robust risk management controls to prevent data breaches, mitigate ransomware attacks and establish device security throughout their entire business and supply chains. This shared responsibility amplifies our ability to secure critical information holistically.

We proactively train, rigorously test and implement strong technical controls to establish a solid foundation for responsible data management. By adhering to these global best practices and empowering our colleagues as the first line of defense, our teams and partners can operate effectively, confidently and securely.

## Sustainability Stewardship

GRI 2-14

At Copeland, we view environmental stewardship as both a responsibility and an opportunity for policy leadership. We conduct audits of all global manufacturing facilities, seeking to proactively identify and mitigate environmental risks so we not only meet current standards but also anticipate and prepare for future challenges, implement best practices and monitor data to take quick action across our global footprint.

By embedding product environmental considerations into the earliest stages of new product development

and by leveraging one global compliance team to review components and packaging, we collaborate to understand complex global standards and regulations and design solutions that contribute to a healthier planet.

Clear policies, procedures and processes, vetted by our Audit Committee, enable monitoring, testing and reporting of environmental data. We remain committed to informing our key stakeholders, including colleagues and investors, about progress and opportunities utilizing clear sustainability policies and global monitoring and reporting of data.





100%

of our colleagues<sup>1</sup> completed the new global ethics training launched in October 2024, Code of Conduct acknowledgment and our conflict-of-interest disclosure process.

<sup>1</sup>Active as of 1 October 2024



Ethics and Governance

GRI 2-23, 2-25, 2-26, 2-27, 205.2

Ethics and regulatory compliance is part of our Copeland Business System, deploying key processes to guide decision-making at the appropriate level. Our core ethics processes help prevent, detect and address unethical practices by promoting adherence to both laws and Copeland’s Code of Conduct.

Our Code sets clear expectations for how we work together as a global company, including advancing environmental responsibility and implementing ethical business standards worldwide. Our Copeland global policies — living documents updated for continuous improvement — are designed to strengthen our processes and ensure agility and speed of appropriate decision-making in a rapidly changing world.

With clear roles and responsibilities, and a documented delegation of authority, we provide decision-making clarity for our global workforce. We deploy policies, procedures and other key Ethics and Governance controls to proactively identify and mitigate risks and clearly communicate what’s required of our colleagues to act with integrity.

“By proactively addressing risks and encouraging our global colleagues to voice concerns and suggest improvements, we foster an action-oriented environment characterized by strong ethics, transparency and accountability.”

–Wes Porter, Ethics and Compliance Vice President



Processes

Anti-bribery and anti-corruption

We take a proactive stance against corruption by maintaining rigorous Anti-bribery and Anti-corruption policies and training. By globally deploying standard processes and easy-to-use tools, we enable proper vetting of third parties and intermediaries.

International trade compliance

Our dedication to responsible export, import and supply chain security controls includes leveraging policies, processes, training and audits to navigate complex regulatory environments while maintaining ethical standards.

Responsible supply chains

Our Supplier Code of Conduct outlines clear expectations for maintaining ethical business practices, safeguarding labor rights and advancing environmental stewardship.

To improve accountability, Copeland takes a proactive approach to supplier governance. This includes identifying potential risks, as well as conducting rigorous screenings and audits. An integral part of this governance process is our Supplier Self-Assessment Survey, which captures essential data from our direct materials suppliers who represent about 80% of our total procurement spend.

Expectations

Training

To reinforce our commitment to Responsibility, our ethics training program is comprehensive and consistent across all 18,000+ colleagues. Materials are localized to ensure everyone, regardless of role or region, understands their responsibilities. Integral to this effort is our ownership mindset, which encourages every colleague to take proactive responsibility for ethical decision-making and adherence to our standards.

Internal Controls

To ensure our values and ethics are embedded in our Copeland culture, we use two key process controls:

Performance management

Colleagues’ performance is evaluated annually on both what is achieved and how it is achieved. Measuring both the what and the how further strengthens our culture, highlighting the importance of both driving business results and acting in alignment with our values. We set high expectations for leaders to exemplify our values and coach their teams on our Copeland behaviors. The semiannual Our Voice Program survey further supports accountability for ethics by measuring how each manager puts our values into practice.

Global ethics hotline

Colleagues, contractors and all external parties, including customers and suppliers, have a secure, confidential and straightforward way to report concerns in their native language without fear of retaliation. Reports are thoroughly reviewed, all identified matters are investigated and resolved with urgency and integrity, and escalations are reviewed by the Ethics and Regulatory Compliance Committee, Internal Audit, the Audit of the Board and the Board of Directors.





We empower each other to challenge the status quo and have the confidence to develop new solutions. Collaboration, open-mindedness and transparency are fundamental to how we grow and win.

A Global Team ►

Safety Leadership ►

Our Culture ►

Supporting Our Colleagues ►

Social Impact Program ►

# People



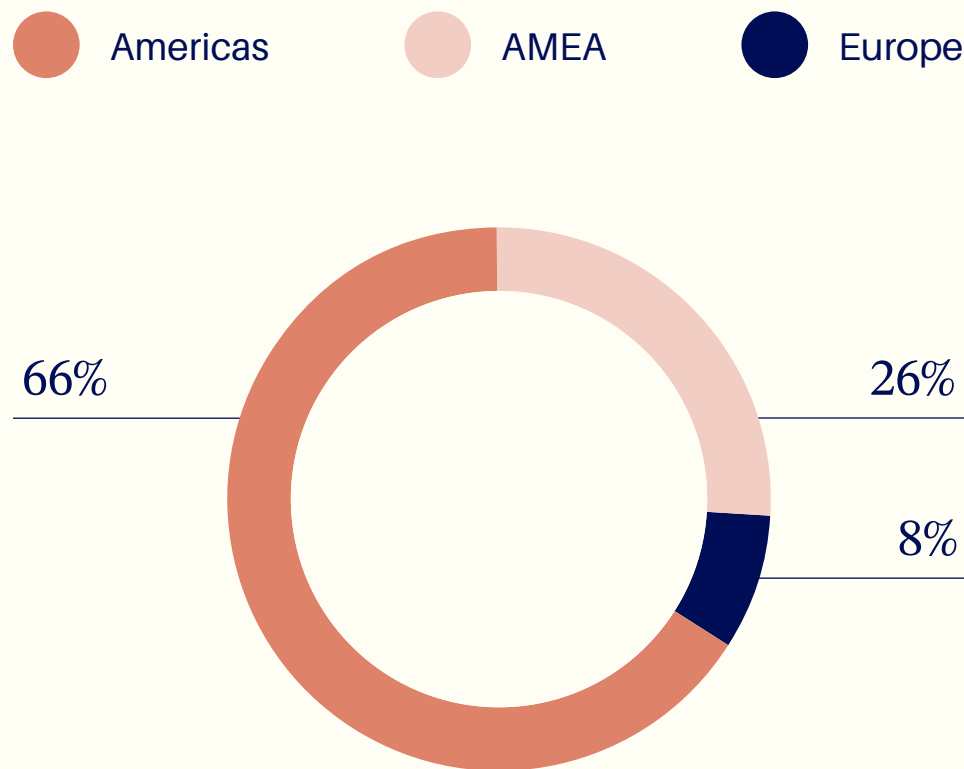
# A Global Team

At Copeland, our people are the foundation of everything we achieve. We are committed to fostering a high-performing culture that empowers our 6,000 salaried and 12,000 hourly colleagues across the globe to excel every day.

We focus on safety, inclusion and sustainable innovation to create a workplace where teams feel safe, valued and empowered. Through safety programs, flexible work models and development opportunities, we seek to drive excellence, foster shared success and build a sustainable future for our colleagues and communities.

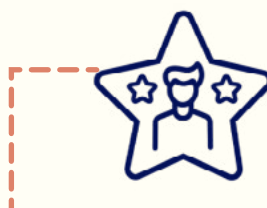


## 2024 global colleagues<sup>1</sup>



<sup>1</sup>See Appendix, page A-4

## Our global well-being program empowers our colleagues through four main pillars



### Physical

We champion physical health by promoting regular exercise, proper nutrition, disease/condition management and rest. We prioritize safety and encourage breaks to recharge.



### Mental and Emotional

We understand mental health impacts all aspects of colleagues' lives. We destigmatize seeking help and work to ensure our colleagues and their families have access to mental health services.



### Financial

We encourage responsible financial behavior by promoting financial literacy within our organization to enable colleagues to meet their short- and long-term financial goals.



### Social

We foster connections through team-building events, networking and a diverse, inclusive environment.

# 18,000+

We have over 18,000 colleagues in 40+ countries.

# 90%

Our engagement score (eNPS) increased from the bottom quartile in 2023 to the top decile of the manufacturing industry benchmark in FY2024.

## Shared Ownership

The Copeland Shared Ownership Program has the potential to financially reward all Copeland colleagues for the increase in the value of the company during the period of Blackstone's ownership while making Copeland a stronger company for the long term.





# Safety Leadership

GRI 2-23, 403.5

Our world-class safety culture empowers colleagues to take ownership of their own well-being and support the safety of each other. Guided by the belief that zero incidents are possible, we prioritize proactive hazard management, rigorous compliance and continuous improvement.

## Comprehensive Safety Policies

Our safety policies are designed to meet and exceed global standards and promote best practices. Initiatives include the implementation of Serious Incident and Fatality Prevention (SIFp) measures, behavior-based safety observations and exposure management. Facilities are equipped with appropriate safety infrastructure, ranging from emergency showers to flammable liquids storage, ensuring readiness to address potential risks. Together, these measures are integrated into a unified Health & Safety Management System, enabling consistent execution, compliance reviews, governance audits, executive oversight and accountability across global locations.

For example, at our Reynosa, Mexico, plant, we've cultivated a sitewide safety culture through strong leadership and a focus on reducing incidents and high-risk exposures. Our team's commitment to safety is evident in their approach, which includes pre-op checklists, safety stand-down meetings, safety scorecards, monthly staff safety meetings, audits, inspections and mentorship programs.

## Core safety principles



We take ownership by being **informed, empowered and accountable** to work safely every day.



We act with urgency to **eliminate risks** to people, the environment and our communities.



We are personally committed to sustaining an **injury-free workplace**.

## Core safety expectations





Safety KPIs and Data Management

Copeland leveraged data tracking and analysis for key performance indicators such as total recordable rate (TRR) and serious injury and fatality (SIF). In FY2024, our TRR ended at 0.27 — above our target of 0.00 but still three times better than the industry average of 2.7.<sup>1</sup>

Our shared Copeland digital dashboard, VelocityEHS, offered increased ability to analyze our safety, physical and security risks and environmental compliance performance by identifying trends, tracking completion obligations and providing real-time safety metrics. It enabled comprehensive analysis of incident reports and trends, empowering our executive, operations and safety leadership teams to pinpoint areas for improvement and proactively identify leading indicators to prevent incidents. This resulted in transparent decision-making and strategically targeted interventions.

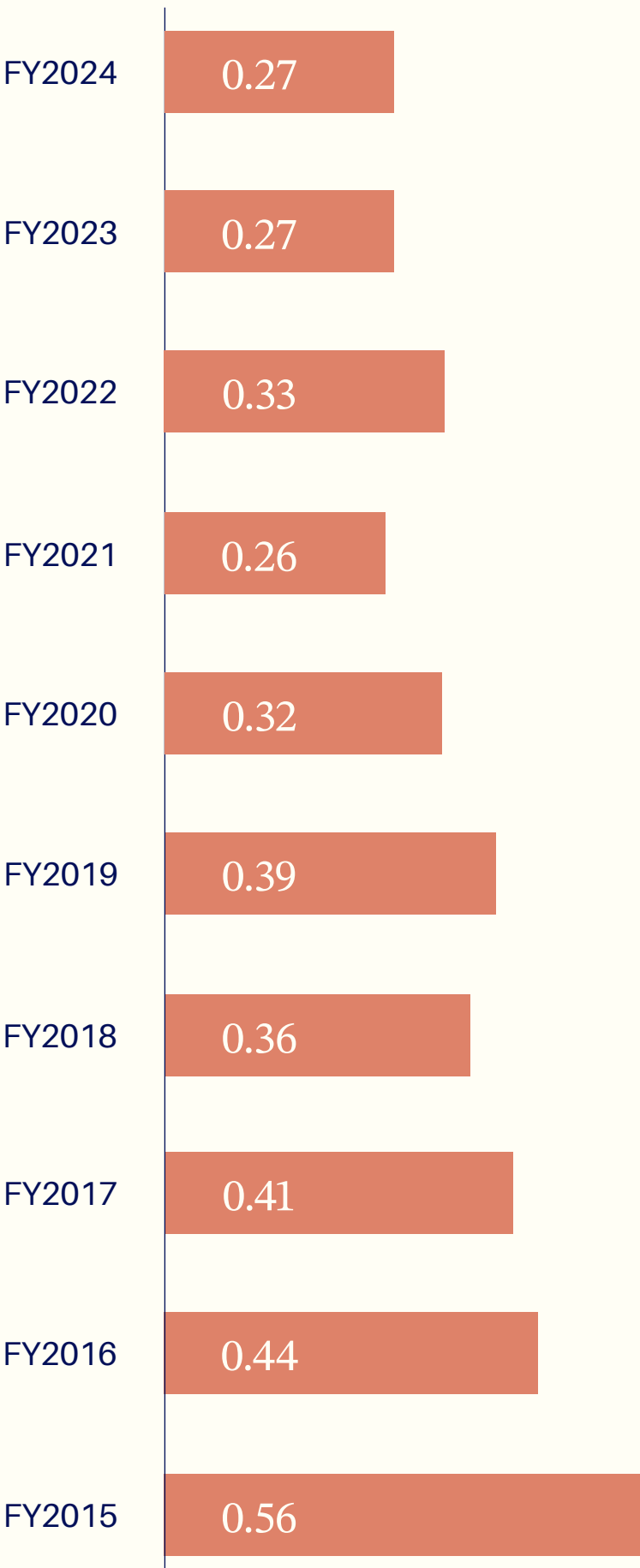
Safety scorecards and heat maps offered deeper visibility into priority areas, while annual reviews ensured continuous alignment with key objectives and sustained progress management.

“By integrating comprehensive policies, robust training and advanced data management, Copeland prioritizes the well-being of colleagues while minimizing risks across our operations.”

–Joy Sun, Safety Senior Manager, Asia

Total recordable rate performance

Our FY2024 TRR has improved by more than 50% compared to FY2015



Training Measures and Integration

To foster a safety-first mindset, Copeland implements extensive training programs tailored to varying colleague roles. All Copeland colleagues are required to attend our All Hands-on Safety training workshops. In addition, they attend relevant safety training that pertains to their specific job duties and government/local requirements. These annual and periodic safety orientations and training provide skill development and ensure adherence to critical requirements for all colleagues.

Incident Prevention, Response and Awareness

Incident prevention is the foundation of Copeland’s safety approach. Colleagues are empowered to stop work wherever there is the potential for injury or incident that could impact their own safety, the safety of others or the environment.

We drove improvements through sharing best practices globally to ensure compliance, action closure and prevention. We also applied the poka yoke (or mistake-proof) philosophy to all hazard assessments, root cause analyses and corrective action-solving activities to significantly mitigate or eliminate hazards and repeat incidents. Prioritizing daily toolbox talks on the frontline and in-depth reviews during quarterly leadership meetings fostered a proactive culture of shared responsibility and ongoing improvement in safety awareness.

<sup>1</sup>BLS.gov



# Our Culture

At Copeland, we work and win together.

Our culture enables us to attract and retain the best, most engaged colleagues who create value for our organization.

Our culture is defined by the Copeland vision, mission, values and behaviors. Our behaviors shape our daily actions and how we interact with one another, our customers and our industry partners. They are embedded in our talent practices, including how we attract, develop, recognize and reward our colleagues.

We believe an engaged workforce is the foundation of our success. Our colleagues understand our vision and mission, and they are empowered to give their best every day with a clear understanding of how their efforts align with and drive our strategic goals and priorities.



## Our values and behaviors

### Excellence

We are driven to improve ourselves, our business and our industry — never settling for the status quo.

#### Behaviors

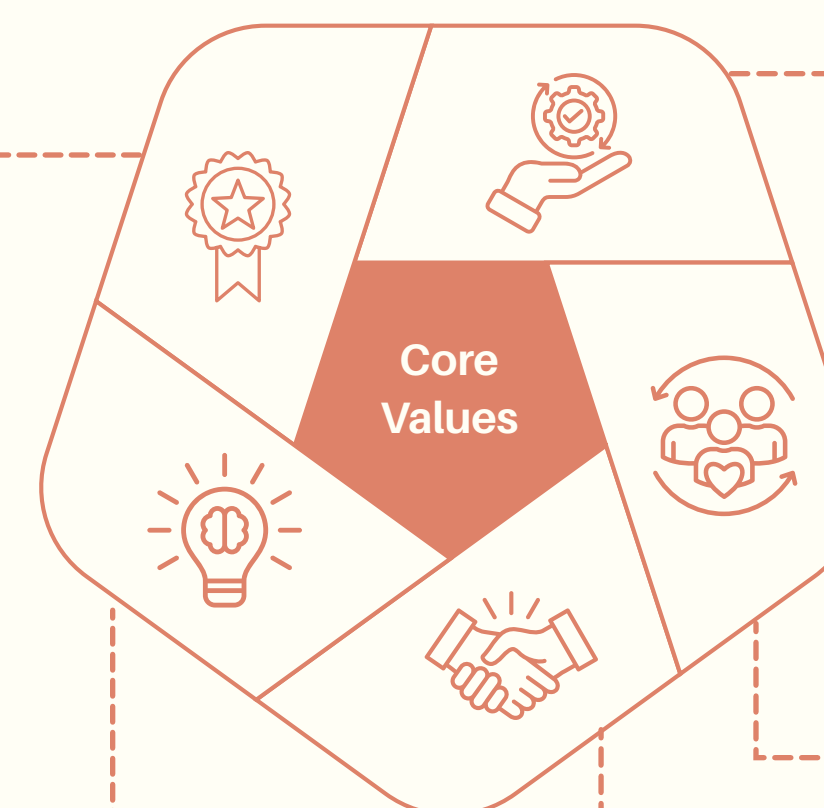
- Challenge the status quo
- Develop ourselves and others

### Innovation

We push forward to create new opportunities and better ways of doing things.

#### Behaviors

- Inspire bold ideas
- Innovate with customers



### Responsibility

We do what's right by acting ethically, transparently and safely for ourselves, our customers and our communities.

#### Behaviors

- Act like an owner
- Drive a performance culture
- Practice safety and ethics every day

### Respect

We embrace each other's diverse perspectives and experiences to enhance all our relationships.

#### Behaviors

- Facilitate open dialogue
- Create an inclusive team environment

### Partnership

We collaborate internally and with our customers to solve big challenges.

#### Behaviors

- Operate with a Copeland-wide perspective
- Solve problems together





## Performance Culture

GRI 404.3

Introduced in FY2024, our performance management approach ensures alignment between our individual objectives and Copeland’s strategic business priorities, creating accountability across the organization and a direct link between individual performance and financial reward. Performance is measured on achieving goals (the what) and living our values (the how).

In FY2024, 100% of eligible colleagues received documented year-end performance feedback, and all eligible colleagues have recorded performance goals for FY2025. Leaders conduct quarterly discussions with their team members to maintain alignment of goals with company priorities, discuss progress and offer coaching and feedback.

## Ownership Mindset

An ownership mindset is central to our Copeland culture and empowers every colleague to identify and act on ideas to improve our business and contribute to Copeland’s success through innovation, efficiency and collaboration. As shared owners, our colleagues’ commitment to quality, along with their efforts — whether large or small — to reduce waste and simplify processes, drives Copeland to reach our highest potential.

Launched in 2024, the Copeland Shared Ownership Program recognizes all colleagues’ contributions to creating value and strengthening the company’s foundation for long-term sustainability by rewarding them following a liquidity event. By fostering an ownership mindset, the Copeland Shared Ownership Program drives long-term success by engaging all colleagues in driving a high-performance culture.



“Our values and behaviors are not just words on a page provided by a consultant — they were developed by us, the leaders in this business, to reflect who we really are. Just as important, we refined them into a focused set of behaviors that we believe truly differentiates Copeland.”

–Greg Polce, Controls and Energy Vice President



## Our Voice Program

We are recognized internally and externally for our highly engaged colleagues. We seek direct feedback from colleagues twice a year through the Our Voice Program engagement survey and are proud that our engagement score (eNPS) increased from the bottom quartile in 2023 to the top decile of the manufacturing industry benchmark in FY2024.

The operations teams in Suzhou, China, and Rayong, Thailand, boosted their eNPS scores in 2024, growing from -6 and 11 in January to 61 and 62 by August. This turnaround was driven by sharing best practices and actively promoting colleague engagement through recognition programs, skip level meetings and Kaizen events. These initiatives fostered an ownership mindset and continuous improvement across both plants.

## Colleague Experience

Our Colleague Experience Framework ensures we remain an employer of choice by offering a differentiated experience for prospective and current colleagues. This framework fosters engagement and enables us to identify the moments that matter most to our colleagues and, importantly, uncover opportunities for improvement.

In 2025, we launched Where and How We Work, a hybrid working framework that instills an office- and collaboration-first mindset to drive innovation and high performance while offering colleagues the flexibility to choose in-office days and decide how the team will work together. This approach was informed by research and benchmarking against 2,500 companies and ensures our new practices are competitive and aligned with market best practices.





# Supporting Our Colleagues

GRI 401.2

At Copeland, we believe our greatest strength lies in our people. We are deeply committed to empowering and supporting our colleagues through initiatives that prioritize well-being, foster belonging, invest in development and celebrate achievements, ensuring every individual has the tools and opportunities to thrive.

“Thank you for offering the Vitality health program. I have enjoyed the physical challenges. I’ve been on a successful weight loss journey for almost two years after being quite sedentary throughout my career. I felt stuck at a plateau and realized I needed to move more. The July challenge motivated me to start walking, even in small segments. With daily reporting, I began making the effort to walk each day. I’ve progressed from 2-3 segments to regularly walking about 7,000 steps in 70-80 minutes, covering over 2 miles.”

—Copeland Colleague

## Well-Being

Fostering well-being enriches our colleagues’ experience and helps make Copeland a place where people want to join and then stay.

In FY2024, we successfully launched Building Resilience, our first global well-being awareness campaign, to equip individuals with tools to effectively manage personal and professional challenges and changes. Approximately 12% of the U.S. workforce actively engaged in the campaign through workshops and sharing best practices.

Our Global Colleague Assistance Program is available to all colleagues and offers a range of services, including counseling, work-life balance support, coaching and consultations on financial, legal and family matters. It offers timely care for all colleagues with personalized support and 24/7 access to licensed professionals.

Highlighting our commitment to mental health, we introduced enhancements to U.S. benefits for 2025, including decreasing out-of-network co-insurance and co-pays for mental health services and adding Calm Health at no cost to our colleagues that participate in our medical benefits.

Additionally, our Vitality wellness platform encourages healthier lifestyles in interactive and rewarding ways. By participating in companywide activities such as prevention programs and mental well-being initiatives, colleagues can earn discounts on medical premiums and additional rewards.



100%

of our colleagues have access to well-being programs.

575

colleagues participate in CRGs, which are open to all.

29,000+

recognition moments were given by 8,000 U.S. colleagues in FY2024.

“Our colleagues’ diverse backgrounds and ideas help us grow as a business and as individuals. We aim to make Copeland a safe space where you can speak freely and make our teams stronger.”

—Ross Shuster, CEO

Colleague Development

GRI 404.2

We are committed to building and retaining talent that strengthens Copeland’s workforce today and in the future. This commitment is reflected in various programs designed to attract, develop and retain talent at all levels:

- **Internship Program** provides hands-on experiences for college students
- **Accelerate Program** fast-tracks the professional growth of recent university graduates
- **Apprenticeship Program** develops students and current colleagues pursuing a career and advancement in skilled trades
- **Talent & Succession Processes** focus on developing future leaders who are well-prepared to step into higher-level leadership roles
- **Technical training** focuses on industry education and training HVACR technicians on the latest technology, installation and service practices

Upcoming initiatives include developing frontline leaders to create an environment that empowers colleagues and invites their proactive involvement in improving the business. Additionally, the SkillsHub Learning for All platform, also launched in 2025, will provide all Copeland colleagues with on-demand access to a wide range of learning resources.

Recognition

Recognizing and celebrating contributions is a vital part of our culture. To reinforce this, we are expanding our peer-to-peer online recognition program globally in 2025. This program allows leaders and colleagues to recognize and reward each other for living our core values, demonstrating an ownership mindset and delivering outstanding results.



14,000+

Industry technicians are trained annually by Copeland trainers and technical experts.



Inclusion and Belonging

We enabled a stronger workforce by cultivating a sense of inclusion and belonging. For example, we celebrated STEM Day by welcoming students for hands-on learning alongside our Copeland colleagues. Our Be Me Be Well campaign celebrated the diversity of our colleagues around the world while promoting well-being with a range of engaging activities including roundtable discussions and self-care education.

A key facet of our commitment to inclusion and belonging is our Colleague Resource Groups (CRGs), which are open to all colleagues, not just those in a specific community. These groups offer opportunities for all colleagues to connect and learn, and help Copeland to attract, develop and retain the best talent.

EmpowerHER

Supporting and empowering women and allies in the workplace

Black Employee Network

Building community and advocacy for Black colleagues and allies

Prism+

Fostering inclusion for LGBTQ individuals and allies

Unidos

Celebrating and supporting Latin American culture and community alongside allies

Pacific Islanders & Asians Coming Together

Uniting Pacific Islanders, Asians and allies to drive connection and growth

Veterans+Military Allies

Honoring and supporting those who committed time to their respective armed forces and their advocates





# Social Impact Program

We recognize the lasting impact of meaningful engagement and have sought to build stronger connections, address local challenges and create opportunities that enrich lives. From addressing educational disparities to empowering underserved populations, our past efforts reflect our deep commitment to enrichment and progress. Building on this strong foundation, we are pivoting toward an even greater focus on volunteer efforts that drive sustainable, long-term impact for future generations.

In FY2024, our Mobile Science & Computer Laboratory initiative extended STEM education to 40 underserved schools in India, reaching 2,800 students in grades 5-7. By fostering curiosity and bridging educational disparities, the program empowered economically challenged students with knowledge and skills and reflects our commitment to advancing education and driving meaningful community impact.

Building on this legacy, FY2025 marks the beginning of a new chapter with the launch of Inspiring Horizons, our unified global framework to amplify

**Inspiring Horizons** social impact through colleague volunteering. With an

initial goal of engaging 20% of our workforce in volunteer activities, and expanding to 50% participation in the coming years, this program sets the stage for Copeland to drive meaningful and lasting change. To support this vision, all colleagues are eligible for one day of paid time off to participate in Copeland-sponsored events, enabling them to directly contribute to initiatives that strengthen communities worldwide.

Copeland's ongoing commitment to social impact is grounded in the belief that collaboration drives sustainable progress. Our future efforts will focus on initiatives that empower children, youth and young adults from underserved and underrepresented

## 20%

of colleagues volunteering in local Inspiring Horizons efforts is our goal.

communities. By fostering access to education, mentorship and vital resources, we aim to unlock potential and inspire brighter futures.

Whether through volunteering expertise or aligning with local organizations to address critical needs, Copeland is dedicated to creating opportunities that leave a lasting impact. The launch of Inspiring Horizons signals our resolve to deepen connections and create enduring value for the communities we serve, amplifying our legacy of progress and empowering individuals for generations to come.

It's easy to write a check.  
It's more meaningful  
to give time.





# Appendix



GRI 3-1, 3-2

## Materiality

We conduct regular ESG materiality assessments to identify and prioritize the most relevant topics for our business and stakeholders. This is our first Global Impact Report, and while it marks a milestone in our ESG journey, we remain committed to the continuous evaluation of material topics to inform our strategies. We seek to actively manage ESG topics, recognizing that priorities may shift over time due to evolving business needs or stakeholder interests. Key material topics identified by our 2024 assessment include GHG emissions, energy efficiency, responsible business practices, governance, innovation, inclusion and belonging and our people strategy. We are committed to transparent reporting and continue to enhance our ESG disclosures.

GRI 2-29

## Stakeholder Management

Stakeholder	Approach to Management
Colleagues/Employees	<p>Individuals employed by Copeland care about company culture, talent and career development, inclusion, health and safety, environmental stewardship, ethics and fair employment practices.</p> <p><b>How we support Colleagues:</b> <a href="#">Our Culture</a> and <a href="#">Supporting Our Colleagues</a></p>
Customers & Consumers	<p>Purchasers of Copeland products and services care about the quality and safety of our products as well as how we engineer our products for sustainability.</p> <p><b>How we support Customers &amp; Consumers:</b> <a href="#">Engineered for Sustainability</a> and <a href="#">Sustainability Stewardship</a></p>
Suppliers	<p>Direct and indirect suppliers care about risk management and disclosure.</p> <p><b>How we support Suppliers:</b> <a href="#">Tackling Scope 3 through Collective Action</a> and <a href="#">CDP questionnaire</a></p>
Investors	<p>Organizations that invest in Copeland care about risk management, financial performance and our long-term approach to sustainability.</p> <p><b>How we support Investors:</b> Investor meetings and sustainability disclosures like <a href="#">CDP questionnaire</a></p>
Local Communities	<p>Local community groups and residents that are near Copeland sites care about economic development in their community and local community outreach/volunteerism.</p> <p><b>How we support Local Communities:</b> <a href="#">Social Impact Program</a></p>

GRI 2-6

## Value Chain

Upstream
<p><b>Raw Materials</b> Raw materials used by Copeland to create our products</p> <p><b>Direct Suppliers</b> Suppliers sourced to supply goods and services to Copeland</p> <p><b>Transportation (Inbound)</b> Shipment of raw materials into Copeland sites</p>
Copeland Direct Operations
<p><b>Product Design &amp; Management</b> Research and design associated with the creation of Copeland products</p> <p><b>Manufacturing</b> Where we will produce products</p>
Downstream
<p><b>Transportation (Outbound)</b> Shipment of Copeland finished products to our customers</p> <p><b>Sales</b> Customers and distributors of Copeland products, services and solutions</p> <p><b>Product Use</b> Commercial, industrial, cold chain and residential end users</p> <p><b>Product Lifecycle</b> End-of-life management</p>



## Energy Consumption

	2023	2024
Total energy consumption (MWh)	755,613	736,606
Direct (fuel usage) (MWh)	316,657	302,829
Indirect (electricity and steam usage) (MWh)	438,956	433,777
Direct (fuel usage) (%)	42%	41%
Indirect (electricity and steam usage) (%)	58%	59%
Indirect energy by source (MWh)		
Total (purchased + onsite generation) (MWh)	438,691	433,503
Purchased steam (MWh)	265	274
Total renewable energy (MWh)	156,607	230,702
Contracted renewable electricity (MWh)	142,596	216,498
Onsite renewable electricity generation (MWh)	14,011	14,204
Renewable electricity (%)	36%	53%

## Greenhouse Gas Emissions<sup>1</sup>

	2023	2024
Scope 1 GHG emissions (metric tons CO <sub>2</sub> e)	235,166	234,572
Agricultural byproducts	50	51
Kerosene	388	331
Liquified petroleum gas	499	1,091
Mobile diesel	385	340
Mobile gasoline	1,998	1,886
Mobile liquified petroleum gas	603	644
Natural gas	52,788	49,861
Propane	77	102
Refrigerants	178,051	179,958
Residual fuel oil	206	182
Stationary diesel	121	126
Scope 2 GHG emissions (metric tons CO <sub>2</sub> e)		
Market-based	135,070	97,788
Location-based	204,658	196,477
Total Scope 1 & 2 GHG emissions (metric tons CO <sub>2</sub> e)		
Market-based	370,236	332,360
Location-based	439,824	431,049
Percent reduction in absolute Scope 1 and market-based Scope 2 emissions from 2023 baseline	-	10%

## Greenhouse Gas Emissions<sup>1</sup>

	2023	2024
Scope 3 GHG emissions (metric tons CO <sub>2</sub> e)	492,477,512	452,835,921
Category 1: Purchased Goods & Services	818,057	768,285
Category 2: Capital Goods	67,451	46,134
Category 3: Fuel & Energy Related Services	71,000	69,000
Category 4: Upstream Transportation & Distribution <sup>2</sup>	40,385 <sup>3</sup>	38,390
Category 5: Waste Generated in Operations	23,089	20,133
Category 6: Business Travel	2,416	1,933
Category 7: Employee Commuting	39,810	39,116
Category 9: Downstream Transportation & Distribution <sup>3</sup>	40,385	38,390
Category 11: Use of Sold Products	491,323,481	451,765,303
Category 12: End of Life Treatment of Sold Products	51,438	49,237

<sup>1</sup>The GHG data calculations contained in this report have been reviewed by WSP for accuracy purposes.

<sup>2</sup>Due to data limitations in 2023, Copeland has used FY2024 transportation data as a proxy to estimate the FY2023 upstream transportation. Copeland is working internally to resolve these data limitations to be able to recalculate FY2023 upstream transportation using FY2023 data.

<sup>3</sup>Copeland currently has no data to estimate downstream transportation, but Copeland assumes this category will be less than its upstream transportation. Copeland is therefore making a conservative assumption that downstream transport is equivalent to upstream transportation.



GRI 2-7, 2-8, 401.1, 401.3, 404.1, 405.1, 405.2

Colleague Data (by Region)<sup>1</sup>

	Americas	Europe	AMEA
Number of all colleagues (head count/ FTE) (regular, PEO, international assignee, international border crosser)	12,867	1,653	5,282
Number of permanent colleagues (head count/FTC)	11,970	1,513	4,658
Number of temporary labor (head count/ FTE) (apprentice fixed term, contractor/ agency worker, independent consultant, intern/coop, outsourced services, student learner, supplier, temporary)	897	140	624
Number of non-guaranteed hours colleagues	N/A	N/A	N/A
Number of full-time (head count/FTC) (regular, PEO, international assignee, international border crosser)	11,946	1,454	4,662
Number of part-time colleagues (head count/FTE) (regular, PEO, international assignee, international border crosser)	26	57	-

Non-Colleague Data (by Region)<sup>1</sup>

	Americas	Europe	AMEA
Number of temporary labor (head count/ FTE) (apprentice fixed term, contractor/ agency worker, independent consultant, intern/coop, outsourced services, student learner, supplier, temporary)	897	140	624

Colleague and Leadership Data (by Gender, Age)<sup>1</sup>

		Women	Men	Undeclared
All colleagues		35%	55%	0.3%
	0-30 years old	30-50 years old	>50 years old	Undeclared
All colleagues	23%	49%	22%	6%
		Women	Men	Undeclared
Board of Directors		29%	71%	-
Copeland Executive Team		19%	81%	-
		30-50 years old	>50 years old	
Copeland Executive Team		44%	56%	

Turnover Data<sup>1</sup>

		Women	Men	Undeclared
Colleague turnover (total)		1,274	1,817	1,175
Colleague turnover (rate)		30%	42%	28%
	0-30 years old	30-50 years old	>50 years old	Undeclared
Colleague turnover (total)	1,202	1,171	718	1,175
Colleague turnover (rate)	28%	27%	17%	28%
		Americas	Europe	AMEA
Colleague turnover (total)		3,595	265	406
Colleague turnover (rate)		84%	6%	10%

New Hire Data<sup>1</sup>

		Women	Men	Undeclared
New hires (total)		1,793	2,693	1,178
	0-30 years old	30-50 years old	>50 years old	Undeclared
New hires (total)	2,159	1,937	430	1,138
		Americas	Europe	AMEA
New hires (total)		4,897	196	571

<sup>1</sup>FY2024



## GRI Content Index

Statement of Use: Copeland has reported the information cited in this GRI Content Index for the period 1 October 2023 to 30 September 2024 with reference to the GRI Standards.  
GRI 1 used: GRI 1: Foundation 2021

Disclosure #	GRI Disclosure Title	2024 Direct Response/Location
2-1	Organizational details	Copeland LP Delaware limited partnership; Privately owned 8100 West Florissant Ave, St Louis, MO 63136 Global footprint to serve customers in North America, Europe, Latin America, Asia, Middle East and Africa
2-2	Entities included in the organization’s sustainability reporting	<a href="#">Affiliates</a>
2-3	Reporting period, frequency and contact point	Reporting period: 1 October 2023 to 30 September 2024 Reporting frequency: Annually Date of report publication: 9 July 2024 Point of contact: Paul Mottershead (paul.mottershead@copeland.com)
2-4	Restatements of information	N/A. This is Copeland’s first Global Impact Report.
2-5	External assurance	External review by outside consultants and reviewed by the Copeland Board of Directors, Nominating and Governance Committee of the Board and the Copeland Ethics and Regulatory Compliance Committee, with executive-level Steering Committee made up of the CEO and company’s senior executive team. Committee reviews as a part of chartered obligations and resolves assurance to the material and data included in the report.
Activities and Workers		
2-6	Activities, value chain and other relationships	<a href="#">Value Chain</a>
2-7	Employees	<a href="#">Colleague Data (by Region)</a>
2-8	Workers who are not employees	<a href="#">Non-Colleague Data (by Region)</a>
Governance		
2-9	Governance structure and composition	<a href="#">Oversight, Preparedness and Risk Management</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Oversight, Preparedness and Risk Management</a>
2-11	Chair of the highest governance body	<a href="#">Oversight, Preparedness and Risk Management</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Oversight, Preparedness and Risk Management</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Oversight, Preparedness and Risk Management</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Stewardship</a>



Disclosure #	GRI Disclosure Title	2024 Direct Response/Location
2-15	Conflicts of interest	100% of our Board, managers and high-impact roles complete a Conflict of Interest Assessment, vetted by the Ethics and Regulatory Compliance Committee and the Audit Committee of the Board. All identified conflicts are mitigated or managed.
2-16	Communication of critical concerns	Copeland has a robust reporting system and hotline available to internal and external parties. The reports are reviewed internally by the Ethics and Regulatory Compliance Committee and reported up to the Audit Committee and the Board of Directors. Procedures are in place for investigations of serious ethics matters and escalations.
2-17	Collective knowledge of the highest governance body	Our annual Governance Evaluation and Assessment includes a skills, knowledge and experience assessment for directors and officers as well as a review of ability to manage sustainability topics.
2-18	Evaluation of the performance of the highest governance body	<a href="#">Oversight, Preparedness and Risk Management</a>
2-20	Process to determine remuneration	<a href="#">Leadership Accountability</a>
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	<a href="#">CEO letter</a>
2-23	Policy commitments	<a href="#">Safety Leadership</a> ; <a href="#">Ethics and Governance</a> ; <a href="#">Anti-corruption</a> ; <a href="#">Data Governance</a>
2-24	Embedding policy commitments	<a href="#">CEO letter</a>
2-25	Processes to remediate negative impacts	<a href="#">Ethics and Governance</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Governance</a>
2-27	Compliance with laws and regulations	<a href="#">Ethics and Governance</a>
2-28	Membership associations	<a href="#">Industry Leadership</a>
Stakeholder Management		
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Management</a>
GRI 3: Material Topics		
3-1	Process to determine material topics	<a href="#">Materiality Statement</a>
3-2	List of material topics	<a href="#">Materiality Statement</a>
3-3	Management of material topics	<a href="#">Materiality Statement</a> ; <a href="#">Oversight, Preparedness and Risk Management</a> ; <a href="#">Sustainability Stewardship</a>
201	Economic Performance	
201.2	Financial implications and other risks and opportunities due to climate change	<a href="#">CDP Disclosure</a>



Disclosure #	GRI Disclosure Title	2024 Direct Response/Location
204	Procurement Practices	
204.1	Proportion of spending on local suppliers	88% of the procurement budget is used for significant locations of operation, including China, Thailand, Mexico, North America and Europe that is spent on suppliers local to that operation. In the FY2024 report, we are referencing the global basis. Our HVACR Americas locations (plants in Mexico and U.S.) are approximately 95%.
205	Anti-Corruption	
205.2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Governance</a>
302	Energy	
302.1	Energy consumption within the organization	<a href="#">Environment (Energy and Emissions Data)</a>
302.2	Energy consumption outside of the organization	<a href="#">Environment (Energy and Emissions Data)</a>
302.4	Reduction of energy consumption	<a href="#">Environment (Energy and Emissions Data)</a>
305	Emissions	
305.1	Direct (Scope 1) GHG emissions	<a href="#">Environment (Energy and Emissions Data)</a> Source of emissions factors and the GWP rates used: IPCC AR6 -Climate Change 2023; Consolidated approach for emissions: Operational control
305.2	Energy indirect (Scope 2) GHG emissions	<a href="#">Environment (Energy and Emissions Data)</a> Source of emissions factors and the GWP rates used: USA location factors: 2023 eGRID, Other locations: International Energy Agency, IEA Emissions Factors - 2024 Edition; Consolidated approach for emissions: Operational control
305.3	Other indirect (Scope 3) GHG emissions	<a href="#">Environment (Energy and Emissions Data)</a>
308.1	Supplier Environmental Assessment	<a href="#">10% of direct materials suppliers are now engaged in sustainability assessments</a>
401	Employment	
401.1	New employee hires and employee turnover	<a href="#">New Hire and Turnover Data</a>
401.2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Supporting Our Colleagues</a>
403	Occupational Health & Safety	
403.5	Worker training on occupational health and safety	<a href="#">Safety Leadership</a>
403.6	Promotion of worker health	<a href="#">Well-Being</a>



Disclosure #	GRI Disclosure Title	2024 Direct Response/Location
404	Training & Education	
404.3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Performance Culture</a>
405	Diversity & Equal Opportunity	
405.1	Diversity of governance bodies and employees	<a href="#">Colleague and Leadership Data (by Gender, Age)</a>

## Important Information

This report (“Report”) was published on 9 July 2025. The data and information in this Global Impact Report (“Report”), which has been prepared by Copeland, are presented for informational purposes only. Except where specifically noted otherwise, the reporting period of the Report covers subject matter and data for Copeland LP and 1 October 2023 to 30 September 2024.

Statements in this Report that relate to future events, expectations, and trends may be considered “forward-looking statements” and involve factors that are subject to change and unpredictable risks and uncertainties that are often outside of our control and could cause actual results to differ materially. We have attempted to identify forward-looking statements by words such as “may,” “could,” “anticipate,” “target,” “plan,” “continue,” “goal,” “commit,” “achieve,” “project,” “intend,” “estimate,” “believe,” “may,” “potential,” “predict,” “expect,” or other similar terminology. However, such terminology is not the exclusive means of identifying forward-looking statements. You should not place undue reliance on forward-looking statements, which are neither historical facts nor assurances of future performance. Instead, they are based only on Copeland’s current beliefs, expectations, and assumptions regarding the future of its business and anticipated economic changes and trends.

In addition, statistics and metrics presented in this Report relating to sustainability matters are estimates and may be based on assumptions or developing standards. Additionally, terms such “sustainable,” “sustainability,” “low-carbon,” “low-GWP” can be subjective in nature, and there is no representation or guarantee that these terms, as used by Copeland, will reflect the views, policies, principles, frameworks or preferred practices of any particular investor or other third-party or reflect market trends.

The information contained herein is only as current as the date indicated and may be superseded by subsequent market events or for other reasons. Copeland is not under any obligation to update or keep current the information contained herein.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Further, in this Report, we are not using terms such as “material” or “materiality” as they are used under the securities or other laws of the United States or any other jurisdiction, or as they are used in the context of financial statements and financial reporting.

Certain goals, targets, intentions, or expectations described herein, including our climate change and GHG emissions-related targets and goals, are voluntary, subject to change, and should be viewed as aspirational. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability initiatives, policies, and procedures based on cost, timing, or other considerations. There is no guarantee that Copeland will remain a signatory, supporter, or member of any sustainability initiatives or other similar industry frameworks.

In gathering and reporting upon the sustainability information contained herein, Copeland may depend on data, analysis, or recommendations provided by third-party advisors or data sources, which may be incomplete, inaccurate, or out of date. This Report contains certain claims regarding avoided emissions and emissions reductions associated with our operations and products. The basis for these statements is the GHG data calculations that are maintained by Copeland and reviewed by a third party for accuracy purposes. These claims, the Scope 1, 2 and 3 GHG emissions, and other figures included in this document have not been audited, assured, or independently verified by auditors or third-party assurance providers. Copeland

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