SWAGELOK 2024

Sustainability Report

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Swagelok

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MESSAGE FROM OUR

Chairman and CEO

At Swagelok, our core values define who we are and guide our daily actions, customer relationships, and business decisions. They are the underlying threads woven into the fabric of our culture. From customer focus to innovation, these core values shape our dedication to sustainability and shared passion for excellence.

It's our privilege to work across the globe to meet our customers' evolving needs. Our efforts are grounded in a legacy that began in 1947 when my grandfather, Fred Lennon, founded Swagelok on the principle of providing innovative solutions that enable industries to work safely, efficiently, and reliably. This legacy, paired with our commitment to matching the speed of our customers and the pace of change in the world, is the cornerstone for our sustainability priorities, which are thoughtfully shaped in collaboration with associates across our organization.

Within this report, we highlight how sustainability is embedded throughout our company and how we intend to further advance on our sustainability journey. This includes a continued focus on protecting and enhancing the wellbeing of our associates; understanding our environmental footprint; and providing reliable, safe, and leak-tight fluid system solutions that help our customers meet their own sustainability goals. It also involves advancing practices and processes within our organization and strengthening relationships with our customers and communities.

As we reflect on our efforts, we remain steadfast in moving forward with purpose and precision, as we do with all endeavors. To our associates, your passion and dedication continually inspire me, and I'm profoundly grateful for the exceptional culture we've built and sustained. And to our customers, sales and service centers, and partners – thank you. Your support makes our growth possible and drives us toward our vision to be the fluid systems experts the world relies on.

Together, we're continuing our path to shared success, and I look forward to all we'll accomplish in the years ahead.

With gratitude,

Thomas F. Lozick
Chairman and Chief Executive Officer

Introduction

COMPANY OVERVIEW

About Us
Swagelok is a worldwide leader in industrial fluid systems—founded in 1947 on the merits of its revolutionary, leak-tight tube fitting. With customer-focused solutions and a passion for making high-quality products, the company serves industries requiring safe and efficient movement of liquids and gases. An approximately $2 billion company headquartered in Northeast Ohio, Swagelok operates more than 20 manufacturing facilities, and customers rely on local fluid system expertise through nearly 200 authorized sales and service center locations around the globe.

Industries Served:
- Chemicals
- Oil and Gas
- Semiconductor
- Clean Energy
- Food and Beverage
- Industrial Machinery and Equipment
- Life Sciences
- Metals and Mining
- Power
- Pulp and Paper
- Research and Development
- Waste and Wastewater Treatment

2024 Awards

Named a NorthCoast 99 award winner for the 14th time and received the Excellence in Manufacturing Award. The NorthCoast 99 award honors 99 great Northeast Ohio workplaces for top talent, and Excellence for Industry awards are given to the top scoring organizations by category.

Recognized as a Gallagher Best-in-Class Employer.

Named Employer of the Year by the Ohio Chapter of Veterans of Foreign Wars for our efforts in hiring and retaining veterans.

Honored as one of the top 100 internship programs by WayUp and Yello.

Named Large Company of the Year by Engage! Cleveland for our work to attract, engage and retain up-and-coming professional talent in Cleveland.

Key Highlights

5,500+
associates worldwide

20+
manufacturing facilities in the U.S. (domestic) and globally (international)

~200
independent authorized distributor locations, referred to as Sales and Service Centers (SSCs), across the globe

CORE VALUES

Our commitment to our core values drives our success and continues to move us forward as an organization. They guide not only what we do each day, but also how we do it – how we interact with our customers, suppliers, communities, and each other.

ABOUT THIS REPORT

Through this inaugural Sustainability Report ("Report"), Swagelok Company ("Swagelok") shares our approach to sustainable business practices, which are aligned with our core values and culture.

The Report was developed by Swagelok's Sustainability Core Team in partnership with a Functional Alignment Team, Swagelok's leadership team, and associates across the business.

Additionally, the Report was prepared with reference to the Global Reporting Initiative (GRI) Standards and is influenced by the United Nations Sustainable Development Goals (UN SDGs). Material topics included here reflect the results of Swagelok's Impact, Risk, and Opportunities analysis.

All data included in the report is for the 2024 calendar year, unless otherwise noted.

OUR CORE VALUES

OUR VISION

To be the fluid system experts the world relies on

Sustainability Overview

At Swagelok, our commitment to sustainability is shaped by our core values as we work with customers, support our associates, give back to our communities, and enhance supplier relationships. That's why our approach to sustainability encompasses environmental, social, and economic impacts. As the needs of our customers, associates, and communities continue to evolve, Swagelok is committed to advancing our sustainability journey to be more proactive and transparent.

SUSTAINABILITY GOVERNANCE

Our sustainability governance structure is built to ensure accountability, transparency, and effective oversight. We are committed to engaging key stakeholders in our sustainability initiatives and recognize their essential role in helping us make progress.

Our sustainability governance structure is composed of several key teams and individuals:

- **Manager of Global Sustainability:** This individual is responsible for leading Swagelok's sustainability outcomes, including program management, reporting, and organizational engagement.
- **Sustainability Core Team:** This team focuses on organizational alignment and the execution of high-priority sustainability deliverables.
- **Sustainability Functional Alignment Team:** This cross-functional team provides feedback and resources and drives accountability. It also oversees the working teams, ensuring that all efforts are aligned and effective.
- **Sustainability Steering Committee:** Comprised of executive leadership, this committee is responsible for setting the direction at critical decision points, ensuring that our sustainability efforts are aligned with our strategic objectives.

In addition, Swagelok assembles sustainability working teams as needed to act on immediate opportunities and initiatives.

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

To identify and prioritize the sustainability topics that are most relevant to Swagelok and our stakeholders, we conducted a double materiality assessment (DMA) that considers both financial and non-financial impacts in alignment with global reporting frameworks and best practices. This approach provided our team with a comprehensive view of the sustainability topics that represent the greatest impact, risk, and opportunity to Swagelok's operations, the broader community, and the environment.

Double Materiality Assessment

TOPICS ASSESSED

- **Product Quality and Safety**
- **Commitment to Values**
- **Cybersecurity**
- **Associate Experience**
- **Value Chain Labor Practices**
- **Associate Health, Safety, and Wellbeing**
- **Supply Chain Management**
- **GHG Emissions Management**
- **Use of Hazardous Substances**
- **Climate Risk**
- **Business Ethics**
- **Inclusion**
- **Product Sustainability**
- **Waste Management**
- **Energy Use and Efficiency**
- **Water Pollution**
- **Biodiversity**
- **Community Engagement**
- **Water Use and Efficiency**
- **Air Emissions**

The insights gained from the DMA inform our go-forward approach to sustainability and the contents of this report. We are using the results to focus on areas where we can make the most positive impact, aligning our sustainability initiatives with stakeholder expectations and business objectives, thereby enhancing transparency and accountability in our reporting.

Key Steps in the DMA process:

- **Stakeholder Engagement:**
  We engaged associates, SSCs, customers, and suppliers to gather insights on their sustainability priorities and concerns.
- **Impact Assessment:**
  We assessed and scored actual and potential financial and non-financial impacts of various sustainability topics on Swagelok's operations and stakeholders, considering both risks and opportunities.
- **Materiality Matrix Development:**
  Based on the impact assessment results, we developed a materiality matrix that mapped the significance of each sustainability topic relevant to its impact and financial materiality.
- **Prioritization of Topics:**
  Results were reviewed and discussed with the Sustainability Core Team and Sustainability Steering Committee.

STAKEHOLDER ENGAGEMENT

Our stakeholders play a crucial role in shaping how we operate our business, and we are committed to fostering strong, collaborative relationships. In addition to the feedback requested during our DMA, we continue to prioritize transparent communication and actively seek feedback to ensure we are meeting the needs and expectations of those we serve.

Our stakeholder engagement approach is detailed in the table below:

Stakeholder	Engagement Methods
Suppliers	• Supplier screening and onboarding • Regular supplier communication and performance evaluations
Swagelok Associates	• Leader-associate interactions, such as 1:1 and skip-level meetings • Open-door policy • Performance reviews • Engagement survey • Town hall meetings
Sales and Service Centers (SSCs)	• Quarterly meetings with Swagelok • Strategic alignment meetings regarding Swagelok's vision and strategy • Regular product training and industry educational sessions
Customers	• Regional, strategic, and timely service and support through SSCs • Visits to customer locations with the local SSC • Customer visits to Swagelok's global headquarters and regional manufacturing facilities
Industry	• Board positions held by Swagelok leaders • Participation in industry associations
Community	• Board positions in local non-profits and community groups held by Swagelok leaders and associates • Swagelok Foundation and Company sponsorship for charitable events and donations to local non-profits and community groups • Team volunteering days

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our approach to sustainability is influenced by the principles of the United Nations Sustainable Development Goals.

3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote wellbeing for all ages.

Report Location and Swagelok Efforts:
- Total Rewards
- Health and Safety Training

4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Report Location and Swagelok Efforts:
- Associate Training and Development
- Associate Tuition Reimbursement
- Early STEM Education

8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full, and productive employment, and decent work for all.

Report Location and Swagelok Efforts:
- Performance Management and Career Development
- Total Rewards
- Talent Pipelines

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

Report Location and Swagelok Efforts:
- Waste Management
- Waste Reduction through High-Quality Products
- Enhancing Product Performance and Sustainability

13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

Report Location and Swagelok Efforts:
- Supply Chain Management
- Energy Management
- Enhancing Product Performance and Sustainability
- GHG Emissions Management

Our People

At Swagelok, we put people first. This means that we prioritize delivering a world-class associate experience where each individual can thrive. Through our commitment to safety, a robust Total Rewards package, support for our associates' growth and development, comprehensive approach to associate listening, and associate resource groups, we create a sense of stability, connectivity, and pride.

No-layoff philosophy

Swagelok has a long-held no-layoff philosophy, demonstrating our dedication to retaining our workforce as a cornerstone of our people-focused culture.

GLOBAL RETENTION

~10 years

average tenure for associates in 2024

**includes U.S. and international manufacturing sites*

8.8% turnover*

out of 5,391 permanent associates in 2024

**voluntary turnover excluding retirees for U.S. and international manufacturing sites*

SAFE WORK PRACTICES

Safety is an extension of our core values. We believe that a safe environment empowers our associates to thrive. This begins with safe work practices and providing the necessary resources, commitment, and training to ensure all associates, in every role, feel safe performing their daily responsibilities. Our Occupational Health & Safety (OH&S) policy outlines our commitment to:

- Strive for zero accidents and injuries
- Provide mechanical, physical, and procedural safeguards where necessary
- Conduct routine safety inspections to find and eliminate unsafe working conditions
- Train all associates in safe work practices and procedures
- Consider and implement suggestions from our associates to achieve a safer, healthier workplace through a strategic associate feedback process
- Pursue continuous improvement in safety performance, where possible, by setting objectives

Swagelok Company holds an ISO 45001 OH&S standard certification, helping us manage risks and improve OH&S performance across our global manufacturing locations.

We actively encourage our associates to contribute to our culture of safety by submitting safety observations. This regular engagement empowers associates to identify potential risks, share best practices, and enhance workplace safety for everyone.

Their commitment is evident in the submission of more than 30,000 safety observations annually, in the U.S. and Isle of Man, with an 85% participation rate among shop floor associates.

SAFETY MANAGEMENT

Our comprehensive safety management practices are designed to prevent accidents, reduce risks, promote health, and ensure compliance with all relevant safety regulations. Our approach to safety management is governed by the following principles, which are documented in our Safety Manual:

Incident Reporting: We expect our associates to report workplace safety incidents, including chemical discharges, spills, security events, injuries, illnesses, and near misses, immediately to facilitate preventive actions. All recordable injuries and significant near misses require an incident investigation, coordinated by the Environmental, Health, and Safety (EHS) team.

First Aid and Medical Protocols: At each Swagelok facility, we have associates who are trained to handle minor injuries and appropriately address contaminated surfaces, helping to ensure that we respond to illnesses and injuries promptly and effectively.

Emergency Procedures: We have established procedures for fires, evacuations, and weather-related emergencies, which include the use of fire extinguishers, evacuation routes, and designated safe areas during emergencies like tornadoes. We train all associates on these procedures to ensure preparedness and safety during any emergency situation. In the event of evacuation, we have trained sweepers to ensure the safety of all associates. In addition, we have robust crisis response plans for major incidents.

Personal Safety and Ergonomics: Safety is an ongoing effort that requires vigilance and a continuous improvement mindset. Our strategy depends on all associates, in all roles, and at all times, working safely, respecting the risk, and speaking up. We emphasize the importance of personal safety by providing guidelines on proper work attire, establishing formal communication channels to ensure associates receive timely safety-related information, and regularly assessing ergonomics to prevent injuries, including those related to proper lifting techniques. In addition, we ensure that our associates adhere to our Safety Absolutes, which are a set of non-negotiable behaviors for our associates.

Chemical Safety: We require training for associates before they handle hazardous chemicals. Material Safety Data Sheets (MSDSs) are maintained for all chemicals, and we stress the importance of proper labeling and disposal procedures. We require associates to report all spills immediately to ensure safety and compliance.

Personal Protective Equipment (PPE): We outline specific PPE requirements for various tasks, including the use of safety glasses, gloves, and hearing protection. We mandate proper use and maintenance of PPE to ensure the safety of all associates and visitors.

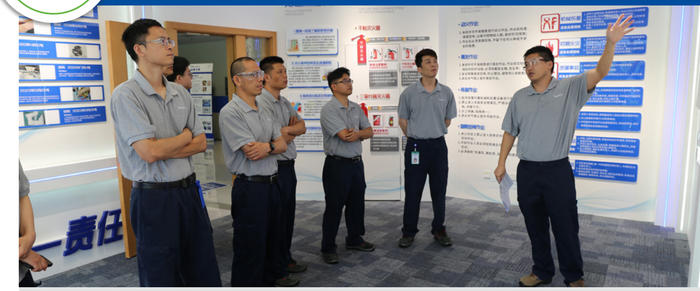
Safety Team and Culture: We leverage safety teams to promote a culture of safety, conduct safety observations, identify and eliminate risks, and provide safety training. Safety team members assist in ergonomic assessments and suggest improvements to our safety programs. At a minimum, the safety team includes two members of the site leadership team and the EHS team, but often also includes shop floor associates. Our safety teams meet at least once a month and on an ad hoc basis, and we allocate several hours each month for safety team members to participate in meetings, training, and team events that occur on or across different shifts.

HEALTH AND SAFETY TRAINING

Training is a cornerstone of our safety strategy. We provide all associates with regular training on our safety policies and procedures, including annual emergency action drills, as well as role- or location- specific training, to ensure a proactive approach to incident preparedness and response. Our annual Safety Essentials training includes the following topics:

- Identifying hazardous chemicals in the workplace
- Understanding chemical hazard classifications and labels
- Accessing and interpreting safety data sheets
- Following proper material handling and storage requirements
- Wearing required personal protective equipment (PPE)
- Understanding emergency procedures in case of exposure

Swagelok's Safety Academy



The Swagelok Safety Academy provides associates with an immersive training experience focused on fundamental safety topics. Through interactive displays, associates engage with key takeaways on critical areas like Safety Absolutes, types of labels, waste classification, and lock-out/tag-out procedures. Piloted over a year ago at one of our Northeast Ohio sites, the program recently expanded to include additional sites in the U.S. and internationally.

2024 Safety Course Completion

4,543 U.S. associates completed Safety Essentials training

1,425 associates completed additional role-specific EHS courses

369 associates completed training to become voluntary first aid responders

2024 Global Manufacturing Safety Milestones

10 years DART-free
at one of our Northeast Ohio facilities

Top quartile safety performance*
as an organization for the last eight years

*Per the Occupational Safety Health Administration

33% reduction in lost time, year-over-year (in days)

CHEMICAL SAFETY

Swagelok prioritizes the responsible handling, storage, and disposal of chemicals at all its manufacturing sites. Material Safety Data Sheets (MSDSs) are available for all chemicals used at each site, accessible via our internal intranet. In addition, our hazardous communication program ensures that associates are informed about chemical hazards, proper handling procedures, and MSDS access. We provide all shop floor associates with training on chemical hazards and safety measures and techniques for detecting chemical presence and exposure prevention.

Swagelok works cross functionally to ensure compliance with environmental regulations and laws that affect its business and customers. This approach includes testing and surveying suppliers where applicable to identify and mitigate potential chemical risks.

We also monitor international regulations for Swagelok compliance and work with SSCs and customers to support their compliance with various global requirements. This encompasses EU REACH, EU RoHS, EU Persistent Organic Pollutants (POPs), US TSCA, among other regulations.

SAFETY PERFORMANCE TRACKING

Our EHS team reviews safety performance daily at the site level and quarterly with leadership for the entire organization. The data provides a snapshot of our performance against key performance indicators and internal targets, and serves as a valuable tool for driving continued safety and accountability.

We strive to provide an incident-free workplace and consistently achieve top quartile safety performance, as measured by recordable injury rates, as well as days away, restricted, or transferred (DART) injury rates, compared to industry benchmarks.

Global Manufacturing Safety Incident Rate

1.26	0.57
Recordable Injury Rate	Lost-Time Incident Rate

TOTAL REWARDS

Swagelok's Total Rewards are built around our associates. We offer a comprehensive package of valuable benefits that support our associates' wellbeing and provide for their diverse needs, including physical, mental, emotional, and financial health. We also continually evaluate our offerings to ensure we support our associates and remain competitive in the marketplace.

Our offerings at our international locations vary and are aligned to local best practices. In the U.S., our Total Rewards offerings include:

- **Compensation:** including base pay, merit increases, bonuses, additional shift premium pay for off-shift schedules, and other incentives.
- **Benefits:** including a choice of health care plans; dental and vision benefits; Health Saving Accounts (for some plans); disability insurance; life insurance plans; various voluntary insurance offerings; military leave; medical leave; paid parental leave; adoption assistance; paid time off; 13 paid holidays annually; an Employee Assistance Program (EAP); and free on-site flu vaccine clinics.
- **Retirement:** including 401(k) contributions and matching; and an Employee Stock Ownership Plan (ESOP).
- **Extras:** including discount programs; service awards for milestone anniversaries; birthday gift cards for associates' dependents 18 and under; and appreciation events where associates can choose complimentary tickets and memberships to local attractions.

The Swagelok Health Clinic is scheduled to open on our Solon Main Campus in mid-2025 and will provide affordable, accessible primary care services to Swagelok U.S. medical plan participants.

Scholarships

In 2024, Swagelok awarded $250K in scholarships through the Swagelok Advantage Scholarship, which provides financial assistance to students 24 years of age or younger who are dependents of an eligible Swagelok associate. Scholarships are awarded based on academic achievement, extra-curricular activities, and volunteer work. Applications are judged by an independent panel of judges from College Now of Greater Cleveland, which administers the program on behalf of Swagelok.

TALENT

As part of Swagelok's people-first, values-driven culture, we are committed to the ongoing growth and development of our associates. Whether they want to grow in their area of expertise or explore new opportunities, associates are empowered to own their career journeys and development goals.

Global Performance Management and Career Development

At Swagelok, **performance management** success comes from continual, meaningful dialogue between associates and their leaders. Our global process features annual goal setting, mid-year check-ins, and regular feedback and annual reviews from leaders to communicate clear expectations and drive consistency.

All associates are encouraged to actively own their **careers** through personalized discussions that focus on creating and following individualized development plans. Specifically, Swagelok embraces a learning and development model focused on job-related experiences, social learning, and formal learning. This model supports all associates in identifying and developing their strengths, equipping them with the skills needed to take their desired next steps.

Whether on the shop floor, at a desk, or in the lab, we also support the professional development of our associates through:

- Tuition and certification assistance
- Coaching and mentorship programs
- Technical training opportunities, totaling more than 103,000 hours for our U.S. shop floor associates in 2024
- Rotational experiences, allowing associates to transition to new roles and functions throughout their careers
- Leadership training from day one, with foundational training and leadership programs to create a consistent culture across the organization
- In addition to in-person training, on-demand resources are also available through our online leaning portal, Swagelok University (mySwagelokU), which offers more than 2,300+ courses on a range of topics to support associates at all levels (global associates consumed a total of 2,234 hours of content in 2024).

For shop floor associates in the U.S., talent development specialists (TDS) work to provide opportunities for all associates to advance their careers in line with their interests, while also looking to ensure a robust talent pipeline for current and future needs of the business. At our international sites, we source talent from top technical and apprentice programs.

Recruiting

Our core values of Respect and Integrity are at the heart of our hiring and fair employment practices. We're proud to be an equal opportunity employer. Our approach to acquiring the best and brightest talent is a defined recruiting strategy, an interview process that evaluates skills and competencies, and a smooth hiring and onboarding experience. Specifically, we use a behavioral-based interview process to ensure candidates are evaluated fairly while aligning to Swagelok's values and ensuring legal compliance.

ASSOCIATE LISTENING

At Swagelok, we believe that every interaction with our associates is an opportunity to listen and learn about their thoughts and experiences. We rely on candid feedback to assess our progress and the effectiveness of investments in the associate experience.

Leaders at each of our global sites have a significant impact in shaping that experience through their everyday interactions with teams, including shop talks, regular 1:1 meetings, short-internal leadership (SIL) check-ins, and skip-level meetings. In addition, our HR teams engage with associates regularly to answer questions; assist during significant HR events such as open enrollment; and support other associate touchpoints, including our U.S. associate engagement chats.

Open-door Policy

We also encourage associates to reach out to any manager, member of the HR or legal team, or any executive, including our CEO, if they need to report any concerns, if a concern remains unresolved, or if they are dissatisfied with the outcome after an initial report. Additionally, associates have the option to contact our confidential Ethics Hotline to ensure their concerns are heard and addressed appropriately.

Flexible Shop Floor Schedules Enhance the Associate Experience

Shop floor flexibility is just one example of the power of associate feedback. Following a successful pilot program, we launched a new schedule offering for hourly U.S. associates: a compressed 4 day x 10 hour flex schedule for eligible associates across a broad part of our U.S. shop floor footprint. This complements our traditional 5 day x 8 hour schedule and our 12-hour shift with rotating days off.

Throughout implementation of the 4 day x 10 hour schedule, we have seen positive business results, and leaders have found their teams prioritized business needs while providing formalized flexibility that increased camaraderie, productivity, and collaboration. This unique, flexible schedule is a differentiator within the local manufacturing industry, once again demonstrating Swagelok's leadership in innovation and commitment to the associate experience.

41% of eligible shop floor associates are working a flex schedule

This offering contributed to a 10% increase in the number of shop floor associates who feel supported in balancing their work and personal lives in our 2024 engagement survey.

Global Engagement Survey

Each year, we conduct a global associate engagement survey to assess how we are delivering against our desired associate experience. In 2024, 67% of associates participated in the survey, an increase of 9% over 2023. We use the survey results to improve our company's practices and understand how we can continue to meet the needs of our workforce.

Some highlights from our 2024 survey include:

- The overwhelming majority of our associates (85%) would recommend Swagelok to people they know as a great place to work
- 90% of our associates believe in our core values
- Satisfaction with our total rewards increased 5% year-over-year

CULTURE

Our commitment to our core values creates a culture where associates can bring their whole, authentic selves to work. Differences are not just celebrated; they are essential. We want our team members to feel valued and empowered to leverage their distinct talents, experiences, and insights to propel innovation and ensure enduring success. As a global company, cultural awareness is critical to understanding each other and fulfilling our customers' needs across the globe.

Associate Resource Groups (ARGs)

At Swagelok, our ARGs are crucial in fostering an inclusive culture. They offer a range of relationship-building, professional development, and personal skill-building opportunities. All U.S. associates are welcome to join any ARG and benefit from these opportunities.

Swagelok Kaleidoscope: Provides opportunities to build empathy and community for LGBTQIA+ individuals.

Swagelok Mosaic: Fosters multicultural awareness, builds empathy, and offers learning opportunities to help address unconscious bias.

Swagelok NextGEN: Provides opportunities for associates who are newer to Swagelok or early in their careers to meet and connect with peers from across the organization.

Swagelok Veterans: Helps maintain a place and sense of belonging for military veterans and active reserve/guard associates.

Swagelok Women's Network: Provides opportunities for associates to have conversations focusing on the female work experience.

2,430+ associates

attended ARG events across five Northeast Ohio Swagelok campuses in 2024 (includes attendance by some associates at multiple events).

52% of unique ARG participants were shop floor associates.

Community Engagement

Swagelok is committed to giving back to the communities where our associates live and work. Through our community efforts and workforce development partnerships, we're focused on the following priorities:

- **Supporting Science, Technology, Engineering, and Mathematics (STEM) education:** We support and engage in STEM career education and exploration activities to spark interest and passion among young learners.
- **Advancing manufacturing as a career and helping to build Northeast Ohio's talent pipeline:** Our initiatives focus on developing critical skills, providing opportunities for upskilling and technical training, and attracting and retaining talent in the region.

Our efforts include charitable donations, programmatic support, sponsored volunteer activities, and the Swagelok Foundation's Matching Gifts Program, among others. Additionally, our community engagement efforts serve as a source of pride for Swagelok associates and provide a way they can give back to organizations of their choice.

THE SWAGELOK FOUNDATION

In 2000, our company established the Swagelok Foundation to become a pivotal component of Swagelok's commitment to community engagement and corporate social responsibility. Its aim is to support Swagelok's core values by providing donations and grants to nonprofit organizations in Northeast Ohio that align with strategic focus areas.

The Board of Trustees is responsible for determining the policies of the Foundation, executing its purposes, and managing its affairs. Trustees are elected for three-year terms and may be re-elected, ensuring continuity and sustained impact.

The Swagelok Foundation exemplifies the company's commitment to making a meaningful difference in the world, supporting initiatives committed to advancing manufacturing, STEM, and workforce development in Northeast Ohio. It also serves as a funding resource for Swagelok associates to provide them with opportunities to give back to organizations aligned with their interests and passions in a multitude of ways which include:

- Corporate matching gifts program
- Associate resource group (ARG) funding to non-profits of their choice
- Associate board service contributions
- Associate-driven community engagement grants

2024 Community Engagement Highlights

Swagelok contributed

$1.6M to 150+ non-profit organizations,

including nearly $120K in matched contributions from the Swagelok Foundation.

90+ associates

held board seats for non-profit organizations.

Our efforts directly impacted more than

10K students and we continue to engage in opportunities to inspire the next generation of manufacturing and STEM leaders.

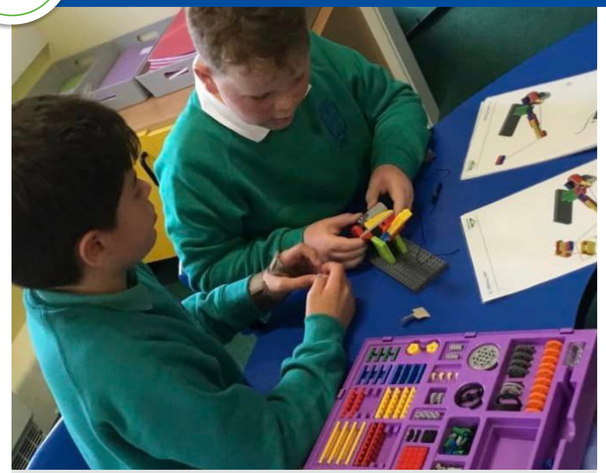
Cleveland Guardians STEM Day

As part of Swagelok's investment in the future of STEM education, Swagelok entered into a partnership with the Cleveland Guardians Major League Baseball team. In 2024, more than 3,500 kids attended Cleveland Guardians STEM Day (Presented by Swagelok), which was held at Progressive Field. Local students engaged with more than 40 organizations who offered hands-on learning activities related to science, technology, engineering, and math. Swagelok is proud to support this initiative again in 2025 and continues to prioritize driving interest and engagement in STEM and manufacturing activities and careers.

Greater Cleveland Food Bank

Swagelok proudly partners with the Greater Cleveland Food Bank, which provided more than 24,494 metric tons of food to the residents of Northeast Ohio last year. The organization distributes food to more than 840 local food pantries to help ensure communities have access to nutritious food every day. The Food Bank also offers meals in its on-site kitchen; assists eligible low-income Northeast Ohioans with signing up for the Supplemental Nutrition Assistance Program (SNAP); and partners with other agencies that provide hot meal programs, shelters, and more. Swagelok's leadership on the organization's board, as well as the company's financial contributions and year-round volunteer efforts of associates underscores our company's commitment to addressing food insecurity and supporting the wellbeing of the community.

STEM Education in the Isle of Man



Swagelok's Isle of Man facility supports organizations like "Awareness of Careers in Engineering" (ACE), which brings STEM education directly to primary schools and provides students with hands-on learning experiences that highlight the exciting opportunities within engineering and technology.

Talent Pipelines

To enhance our community and brand presence, as well as attract high-performing talent, we focus on a few talent pipelines in the U.S. Examples include:

- **Early STEM education:** We are dedicated to inspiring a passion for STEM among students of all ages through speaking engagements and interactive, hands-on activities at school and community events.
- **High School and Technical School Program:** Each year, we work with Northeast Ohio high schools and technical schools to ensure that their curricula align with the skills needed at Swagelok. We also offer a paid hourly intern program designed for students to explore careers in manufacturing.
- **University Students:** Swagelok provides a variety of paid summer college internships in Northeast Ohio, with positions across the organization. Additionally, we offer Engineering Co-Op Programs and a Career Development Program with a variety of work assignments to new engineering, supply chain, and commercial associates.
- **Military and Veterans:** Swagelok is a proud supporter of multiple Department of Defense hiring initiatives, including the SkillBridge Program, Army Reserve Private Public Partnership, Employer Support of the Guard and Reserves, Military Spouse Employment Partner, and student veterans.

Talent Pipelines: 2024 Impact

46 hires from 16 different technical programs and high schools

Customer Experience

We built our reputation on a foundation of excellence, delivering high-quality fluid system products that have consistently set the standard for reliability and performance. Over time, we have evolved to meet the changing needs of our customers, going beyond delivering exceptional products to also providing technical expertise.

By bringing our unparalleled fluid systems knowledge directly to customers, we've positioned ourselves as a trusted partner, offering tailored solutions that enable optimal system performance and enhance the safety and efficiency of their operations.

Our customers count on our products to contain and control liquids and gases in critical applications. Even the smallest fluid system component can play a big role in protecting their **people, profitability, and our planet.** That's why we also leverage deep understanding of materials science and fluid system design to provide service and training to customers seeking to contain hard-to-handle, small-molecule gases under pressure. This training empowers our customers with the knowledge and support they need to maximize system performance, reduce downtime, and maintain safety in every application.

Swagelok engineers performance, safety, and reliability for clean energy technologies and infrastructure. Our high-performance, leak-tight products and tailored services meet the toughest clean energy requirements. Specifically, we support the evolution of hydrogen as a clean energy source and enable alternative-fuel vehicles to run on hydrogen, liquified natural gas (LNG), and compressed natural gas (CNG). From the lab to the field, we work with global customers to help them safely and efficiently reach their goals for energy production, distribution, compression, refueling, and mobility applications.

SALES AND SERVICES CENTERS (SSCs)

Each day, thousands of fluid system specialists work across Swagelok's manufacturing facilities and independent and authorized SSC locations to meet global customers' evolving needs. Local specialists, backed by a global team of technical experts, support customers in enhancing the performance, reliability, and safety of their fluid systems while also supporting cost reductions and environmental risk mitigation.

This localized approach not only strengthens customer relationships but also plays a crucial role in increasing product lifespan and decreasing waste. Local SSC associates collaborate with customers to optimize system performance, reduce the need for frequent replacements, and minimize waste generation.

Additional advantages of Swagelok independent and authorized SSCs include:

- **Faster Response Times:** The localized support model enables quicker response times for product delivery, troubleshooting, and service requests. This agility allows Swagelok to meet the dynamic needs of customers, particularly in industries where downtime is costly.
- **Local Market Understanding:** SSCs have a deep understanding of their regional market dynamics and cultural nuances. Maintaining a regional level of knowledge allows SSCs to tailor solutions that align with local customer needs and preferences, enhancing the relevance of Swagelok's offerings.
- **Efficient Resource Management:** By distributing Swagelok products and services locally, SSCs reduce transportation costs and emissions, and demonstrate our commitment to sustainability.

Leading with Solutions

Danish Fluid System Technologies (Swagelok independent authorized SSC d/b/a Swagelok Danmark) has become the go-to provider for demanding fluid system applications by fostering teamwork, prioritizing high-value customers, and leveraging technical expertise. Their strategy includes regular collaboration between sales and customer service teams to prioritize opportunities, hiring skilled associates ahead of demand, and continuous training in areas like custom solutions and field engineering services to enhance technical capabilities.

PRODUCT QUALITY AND SAFETY

We place a strong emphasis on product quality and safety, ensuring that our products meet the highest standards. Customers rely on Swagelok to deliver products and solutions that help them control direct emissions, ensure the safety of their operations, meet their regulatory requirements, and reach their own sustainability goals.

Our dedication to quality is reflected in every stage of our design and manufacturing processes, where we integrate rigorous quality checks and adhere to stringent safety protocols.

Our approach to product quality and safety involves:

- **Comprehensive Quality Checks:** We incorporate quality checks throughout the design and manufacturing process, including simulated computer modeling, ultrasonic testing of raw materials, and dimensional testing. These measures help ensure that every product meets our stringent quality standards before it reaches the customer.
- **Swagelok Quality System (SQS):** Our organization, including the global distribution network, is supported by the Swagelok Quality System, compatible with ISO 9001-2015. This system ensures Swagelok and SSCs deliver consistent, high-level quality across all products and services.
- **Commitment to Product Safety:** Safety is integral to our product design and manufacturing processes. We rigorously test our products to ensure they perform safely and reliably under specified conditions, providing customers with peace of mind and confidence in their operations.
- **Customer Training and Support:** We offer training in component installation and system audits to help customers optimize their fluid systems for safety and efficiency. Our goal is zero customer disappointments, ensuring every product is free of defects and performs as expected.

By maintaining these high standards, we deliver exceptional value to our customers while reinforcing our position as a trusted leader in the fluid systems industry.

PRODUCT PERFORMANCE AND SUSTAINABILITY

Swagelok products are designed to deliver the reliability, ease of installation, and lasting performance needed to keep processes and equipment operating safely, efficiently, and cost effectively. They are also designed to stand up to the demands of challenging operating environments in diverse industries across the globe, are rigorously tested, and are backed by the **Swagelok Limited Lifetime Warranty.**

Along with SSCs, we help customers meet their sustainability objectives by:

- **Offering leak tight-products and stringent validation testing to support customers' fugitive emissions compliance needs.** We work diligently with end customers' fluid system designs to pave the way to emissions reduction.
- **Consulting customers on reliable products to achieve Scope 1 emissions reduction goals.** Swagelok field engineers conduct energy emissions surveys (EES) to detect leaks and identify process efficiency opportunities. Our analytical instrumentation experiences enable reliable environmental monitoring.
- **Providing training and development programs to enhance the skills and knowledge of customer teams.** This includes technical training and development programs to ensure teams are well-equipped to manage and maintain their fluid systems to promote longevity, efficiency, and sustainable operations.
- **Identifying issues that can cause potential safety incidents or violations.** Evaluation and advisory service offerings help customers optimize the performance of their fluid systems to protect the quality of their products and safeguard the health and wellbeing of their associates.

Swagelok holds product and systems certifications from numerous agencies. This assures Swagelok products are globally recognized as demonstrated by the following quality system and product approval certifications. The extensive list of agencies represents global requirements in the Americas, Europe, and Asia Pacific and includes various certifications:

- ISO-9001, ISO-14001 and ISO-45001
- ***Fugitive Emissions:*** ISO 15848, API 641, TA-Luft
- ***Hazardous Location:*** ISO/IEC 80079-34, ATEX, IECEx, UKEx
- ***Clean Energy CNG:*** ECE R110, ISO 15500, NGV 3.1, 4.2, and 4.6
- ***Clean Energy H2:*** ISO 19880, ISO 19887, HGV 3.1, ISO 12619, H35, and H70
- ***High Pressure Toxic Gas:*** KGSC, METI

SSC Quality Training

Swagelok provides robust training and auditing to support SSCs in delivering the highest quality and value to customers. This includes technical training programs to ensure SSC associates are well equipped to create and sustain robust quality systems. A key focus is Swagelok's Quality Absolutes, which are the fundamental principles for achieving robust quality and consistent performance.

Environmental Stewardship

Underlying our operations and products is our value of respect for the individual and our commitment to the communities where we live and work.

Our approach to environmental stewardship includes:

- Fulfilling all applicable compliance obligations as required by local agencies or laws
- Pursuing continuous improvement in environmental performance by setting objectives
- Integrating environmental responsibility into business strategies and initiatives
- Maintaining effective communication on environmental matters through training and awareness

In addition, we maintain an ISO 14001 certified Environmental Management System (EMS) for our main order fulfillment site. This system guides our environmental stewardship by promoting efficient resource use, reducing waste, and ensuring compliance with environmental regulations, all while fostering a culture of environmental responsibility among our associates.

APPROACH TO CLIMATE CHANGE

Swagelok understands the dual challenge faced by many of our customers in energy-intensive industries, balancing operational demands with environmental considerations. Swagelok products and services are designed to reduce leaks, prevent emissions, and enhance process efficiencies, directly addressing the needs of energy-intensive industries. These innovations not only meet operational demands but also reduce contributions to climate change.

Climate risk encompasses both physical risks, such as extreme weather events, and transition risks, including regulatory changes and shifts in market expectations. For a company like Swagelok, climate risks can impact supply chain stability, product compliance, and overall business continuity. That's why we integrate climate risk considerations into our existing risk management framework, recognizing the importance of addressing these challenges as part of our broader commitment to sustainability. For more information on our **Approach to Risk Management**, see page 21.

ENERGY MANAGEMENT

Effective energy management is a key component to advancing our environmental stewardship. Our efforts around routine maintenance and upgrades contribute to overall **energy efficiency** of the company.

Recognizing the significant role energy plays in our own operations and those of our customers, specific examples include:

- **Leveraging energy-efficient technologies:** We upgrade our facilities with energy-efficient lighting, heating, and cooling systems to reduce energy consumption on an ongoing basis.
- **Ensuring leak-tight systems:** Where possible, we use our own products to ensure our systems and processes are leak-tight and effective in reducing energy loss and improving efficiency.
- **Engaging associates in energy initiatives:** We establish mechanisms to promote efficiencies on the shop floor, which in turn promote the responsible use of energy.

2024 Annual Electricity Usage (MWh)

102,458
Domestic

15,087
International

GREENHOUSE GAS (GHG) EMISSIONS MANAGEMENT

Swagelok tracks GHG emissions with the intent of identifying opportunities to reduce our carbon footprint.

Scope 1 emissions at Swagelok originate from direct sources such as on-site fuel combustion for heating and manufacturing processes. To reduce these emissions, we will be considering fuel efficiencies and exploring opportunities to minimize fuel use in our manufacturing operations.

Our Scope 2 emissions are associated with the electricity we purchase to power our operations. We actively seek to reduce these emissions by incorporating energy efficiency measures.

Beyond our own operations, we play a significant role in helping our customers reduce their own emissions footprint through technical expertise and support, energy emissions surveys, and ongoing collaboration.

U.S. Sites Only	2024 Emissions (in metric tons carbon dioxide equivalent, tCO2e)
Scope 1	8,959
Scope 2 (market-based)	46,738
Scope 1 + 2 (market-based) Total	**55,697**

Swagelok's goal is to reduce absolute scope 1 and scope 2 (market-based) GHG emissions by 42% by 2030 from a 2024 baseline year.* In addition, Swagelok is dedicated to continuing to assess our scope 3 emissions and exploring renewable energy options.

**Swagelok's absolute scope 1 and scope 2 (market-based) GHG emissions reduction goal is for U.S. sites, which are the bulk of Swagelok's manufacturing operations.*

Our Manager of Global Sustainability and the Sustainability Core Team are currently spearheading the organization's GHG emissions reduction efforts, with the intention to mobilize reduction activities across the company. The Sustainability Core Team works cross-functionally with the Sustainability Functional Alignment Team to ensure that emissions reduction initiatives align with core operational objectives and key results.

AIR EMISSIONS AND POLLUTION MANAGEMENT

Swagelok focuses on minimizing emissions from our operations while ensuring compliance with all relevant environmental regulations. We maintain air permits across all applicable manufacturing sites and actively monitor the use of substances of concern across our supply chain. To stay proactive in adhering to compliance standards and best practices, we regularly explore safer alternatives where possible.

WATER USE AND WASTEWATER MANAGEMENT

Responsible water use and effective wastewater management are part of our comprehensive environmental stewardship efforts. Our approach involves implementing best practices to minimize water consumption and ensure that wastewater is treated and managed in compliance with all relevant regulations. In 2024, our domestic water consumption totaled 268 megaliters.

Key practices include:

- **On-Site Wastewater Treatment:** Swagelok employs on-site wastewater treatment systems to treat industrial wastewater before discharge. This is to ensure that our wastewater meets or exceeds local regulatory standards, protecting local water bodies from pollution.
- **Regular Monitoring and Compliance:** Our Environmental and Safety Coordinators (ESCs) are responsible for monitoring wastewater discharge and ensuring compliance with local publicly owned treatment works (POTW) regulations. This includes regular sampling and analysis to verify that discharge parameters are within permitted limits.

In 2024, Swagelok invested in an advanced wastewater treatment system at one of our facilities. This advancement transitions the site to a batch discharge system, enabling robust water quality analysis and maintaining alignment with environmental standards.

WASTE MANAGEMENT

Our Waste Management Program ensures systematic control over waste collection, characterization, storage, transportation, processing, treatment, recovery, and disposal. This program is designed to minimize environmental impact and promote sustainability across all Swagelok sites.

Key actions in our waste management strategy include:

- **Characterization and Segregation:** Waste streams are carefully characterized and segregated to ensure proper handling and disposal. This includes hazardous waste, universal waste, and non-hazardous special waste. Each waste stream is managed according to regulatory requirements.
- **Reduce, Reuse, and Recycle:** We actively seek opportunities to recycle and reuse materials, such as scrap metal and used oil, to reduce waste generation at the source. Our facilities are equipped to handle recyclable waste streams, including electronic waste, paper, and cardboard through contracted services. For example, as part of our manufacturing process, we use a spinning process to help clean chips to remove leftover cutting oil. This allows the oil to be collected and reused.
  - Our austenitic stainless products are composed of at least 70% recycled content, including 47% post-consumer scrap and 23% pre-consumer scrap from the recovery of material diverted from the waste stream during the post-making processes.
- **Training and Compliance:** Associates involved in waste management receive training to ensure compliance with all relevant regulations and environmental laws.

Waste Tracking

Our waste tracking system allows us to monitor and manage the waste generated across our operations effectively. By tracking our waste, we identify areas for improvement, aim to reduce waste generation, and enhance our recycling and reuse initiatives.

	Non-Regulated Domestic Waste in 2024 (in metric tons)
Hazardous Waste	409
Non-Hazardous Waste	410
Recycled/Reused	1,042
Universal Waste	3
Total	**1,864**

Non-Regulated Domestic Waste Recycling

7,762
metric tons of alloys

314
metric tons of paper and cardboard

289
metric tons of wood pallets

Diverted...

38%
of waste from landfills

WASTE REDUCTION THROUGH HIGH-QUALITY PRODUCT DESIGN

Through our dedication to quality and innovation, we contribute to waste reduction by producing high-quality products designed for longevity and to withstand extreme environments. Our products are engineered to perform reliably over extended periods, reducing the need for frequent replacements and minimizing waste generation. This focus not only supports our customers in maintaining efficient operations but also contributes to environmental sustainability through the principle of circularity by reducing the overall material consumption and waste associated with product turnover.

Key aspects of our approach include:

- **High-Quality Materials:** We use high-quality materials and advanced manufacturing processes to ensure our products can endure harsh conditions and maintain performance over time.
- **Rigorous Testing:** Our products undergo extensive testing to verify their reliability and durability, ensuring they meet the highest standards of quality and performance.
- **Innovative Design:** By incorporating innovative design features, we enhance the functionality and lifespan of our products, providing long-term value to our customers.
- **Customer Support and Training:** Along with SSCs, we offer comprehensive support and training to help customers maximize the lifespan and efficiency of our products, further reducing waste and promoting sustainability.

Valley City Fluid Management System Initiative

Swagelok installed an advanced fluid management system at one Northeast Ohio site that has markedly enhanced our operational efficiency and sustainability. We recently introduced an automated coolant delivery system that ensures precise concentration levels for each machine. In addition, another new system reclaims and reuses coolants through filtration and ozone treatment. All together, this investment allows us to reclaim 85% of the coolant used, significantly reducing the need for virgin coolant.

Through the reclamation and reuse of water-based coolant, the facility has saved more than 38,000 liters of coolant over an 11-month period, contributing to a significant reduction in environmental impact by minimizing waste and the use of new resources.

The innovative design of our chip carts, which allows coolant to drain back into machine sumps, further enhances resource conservation and reduces the risk of spills and mismanagement.

Business Conduct

Our culture is deeply rooted in our core values, including Integrity and Respect for the Individual. We believe that robust compliance practices are essential to maintaining the trust of our stakeholders and ensuring the long-term success of our company.

BOARD OF DIRECTORS AND EXECUTIVE LEADERSHIP TEAM

Our Board of Directors and Executive Leadership Team work in close partnership to ensure robust corporate governance that drives long-term success. The Board is charged with oversight, providing guidance on the company's overall strategy and ensuring accountability. The Executive Leadership Team sets and operationalizes the strategy, ensuring the company upholds its core values and is positioned to meet its customers' evolving needs. This collaboration not only safeguards financial performance and compliance but also fosters innovation, risk management, and stakeholder trust.

GOVERNANCE POLICIES

We maintain policies, procedures, and leadership oversight designed to promote ethical conduct, compliance with laws and regulations, and effective risk management. Our Code of Conduct sets the course for our approach to business for all associates including executive leadership and members of the Board of Directors. Key policies and processes in our Code of Conduct include our commitment to transparent reporting, our comprehensive procedures for reporting concerns, guidelines around intellectual property and handling confidential information, anti-corruption, competition laws, trade compliance, commitment to quality and product safety, and maintaining a culture of respect in the workplace.

We also maintain standalone key policies including Workplace Investigation Guidelines, risk management framework, and a Supplier Code of Ethics, which outlines our expectations and guidelines for suppliers and all third parties.

Our Board, along with management, regularly reviews our Code of Conduct and practices to ensure they are appropriate and reflect our high ethical standards and core values.

Conduct and Ethics Training
In alignment with our commitment to maintaining the highest standards of integrity and compliance, our associates are required to comply with all applicable laws and regulations, and we provide regular compliance training to ensure awareness and understanding of our policies. Topics covered include avoiding conflicts of interest, anti-bribery, antitrust, promoting safety and security at work, protecting human rights, intellectual property protection, protection of company information, privacy and information security, preventing harassment and promoting respect, and promoting the reporting of misconduct. Our compliance training schedule includes modules on these topics, and we monitor compliance training on a regular basis.

Conflicts of Interest
We expect all associates to avoid situations where personal interests could conflict with the interests of Swagelok. We have clear guidelines to help associates identify and manage potential conflicts, ensuring that decisions are made in the company's best interest. Any potential conflicts must be disclosed to a manager and the human resources department.

Competitive Practices and Anti-Corruption
Swagelok prohibits any form of bribery, kickbacks, or improper payments. We comply with all anti-corruption laws and expect our associates to report any suspicious activities. Our competitive practices are guided by a commitment to fair competition and compliance with relevant laws. Associates are trained to recognize and avoid situations that could lead to anti-competitive behavior or corruption. We value transparency and integrity in all our dealings and have strict policies to prevent any form of corruption.

Intellectual Property and Confidential Information
At Swagelok, our brand is fundamentally built upon the strength of our intellectual property, which is a testament to years of investment and the dedication of our associates. We mandate the protection of our intellectual property and confidential information—be it technical, financial, HR-related, or business information—as they are crucial to our success. Associates are to limit access to confidential information to associates who need-to-know such information, and to third parties only when necessary for legitimate business purposes, ensuring that appropriate non-disclosure agreements are in place. It is imperative that no invention, idea, or innovation is disclosed outside the company before a patent decision is made, as premature disclosure can jeopardize our ability to secure a patent.

We expect our associates to secure and properly dispose of confidential materials and to mark them as "Confidential" when appropriate. When engaging with outside vendors, we work closely with our sourcing and legal teams to ensure that Swagelok retains appropriate rights to the work produced. We also expect third parties to respect our intellectual property rights, and we are committed to respecting the legitimate rights of others. Our associates are instructed to respect valid patents, trademarks, and copyrights of third parties and to use confidential information only as permitted by existing agreements. This commitment to intellectual property protection is integral to maintaining the integrity and success of Swagelok.

Non-Discrimination and Anti-Harassment
Swagelok does not tolerate discrimination or harassment with

respect to any aspect of employment based on any protected characteristic. This includes race, ethnicity, creed, color, religion, sex, pregnancy, age, national origin, ancestry, disability, genetic information, veteran or military status, sexual orientation, gender identity, or any other protected characteristic. Associates who have experienced any type of discrimination or harassment are encouraged to immediately notify a member of human resources or management. Associates can also report concerns anonymously to Swagelok's Ethics Hotline. For additional information, associates can refer to our Policy on Prevention of Discrimination and Harassment.

Whistleblower Protections

We promote a culture of openness and accountability, encouraging associates to speak up about any concerns or potential misconduct. Our reporting channels include direct communication with supervisors, the Human Resources Department, or the Ethics Hotline. For more on our open-door policy, see page 11.

We prohibit retaliation against any associate who in good faith reports or seeks guidance on ethical or compliance issues or who participates in an investigation, including a suspected violation of our Code of Conduct, or any applicable law.

In 2024, we had no public claims or cases regarding corruption, nor convictions or fines for violations of anti-corruption and anti-bribery laws.

CORPORATE RISK MANAGEMENT

Our risk management framework is designed to identify, assess, and mitigate potential risks in all aspects of our business. Along with our commitment to remedy any negative impacts that may arise, we have established processes outlined in our Crisis Management Manual as well as a comprehensive Enterprise Risk Management/ Business Continuity Program that focuses on anticipating and managing potential threats. This program is integral to our ability to maintain high levels of customer service and operational excellence. We regularly review and update our risk management strategies to ensure resilience and adaptability and to ensure proper alignment to company business strategies.

The Swagelok Risk Management and Business Continuity Program organizes the company into strategic areas to effectively identify, analyze, rank, and mitigate risks at a detailed level. This structured approach allows for a comprehensive view of risks, which are then integrated into the Swagelok Enterprise Risk Management Program. Risk champions from each strategic area review these risks at an organizational level, ensuring a holistic understanding of both internal and external factors.

We also hold annual inspections and audits that are conducted by our property and business interruption insurance carrier for all our manufacturing and distribution centers. These evaluations focus on identifying and mitigating risks related to fire hazards, natural/geographic hazards, operational risks, and security risks. The insurance provider rates Swagelok's property resilience in the top quartile of their global clients. This means that Swagelok's buildings are highly resistant to common manufacturing and natural risks. In case of a disruption, Swagelok maintains emergency plans at all facilities that are designed to respond to variety of incidents. Swagelok also continues to invest in initiatives and projects to continuously improve building resilience and reduce property risks.

Through our Risk Management program, we have consistently achieved risk elimination and reduction, setting annual targets to move each risk to a low-risk zone. Our efforts focus on addressing risks early in the planning horizon to minimize significant impacts and our Strategic Risk Committee, comprised of functional group directors and managers, plays a pivotal role in the process. This committee meets quarterly to review enterprise- and functional-level risks, provide strategic direction, and ensure alignment with our operational goals.

CONFIDENTIALITY, PRIVACY, AND CYBERSECURITY

We seek to safeguard the confidentiality, privacy, and cybersecurity of our associates, customers, and partners. Our Code of Conduct emphasizes the importance of protecting sensitive information. As stated above, every year, all associates must review and agree to comply with our code, including its guidelines around confidentiality, privacy, and cybersecurity as well as acknowledge and comply with our Information Security Policy and Privacy and Data Protection Policy on an ad hoc basis.

In support of our privacy commitments, our robust cybersecurity policies include additional layers of protection against data breaches, information sharing, and protecting personal information. All associates are prohibited from sharing any sensitive or confidential information with any external or third-party systems without explicit review and consent. We require associates to prioritize data privacy and secure sensitive information when using any artificial intelligence, including generative AI. We also ensure that all data collected or processed by AI systems internally is handled securely and in accordance with applicable laws and all relevant Swagelok privacy policies and procedures.

Our privacy program is overseen by our data privacy officer (DPO) who works alongside our information technology (IT) team to ensure robust data protection measures are in place, safeguard sensitive information, and maintain compliance with relevant privacy regulations.

Our privacy policies are comprised of the following key areas:

- **Data Protection Measures:** Our Data Protection Policy helps us maintain the integrity of sensitive information by implementing robust data-protection

measures. Associates are required to limit access to personal information to authorized personnel on a need-to-know basis. Our IT security protocols include safeguarding login credentials, prohibiting unauthorized changes to information processing systems, and ensuring that all software and hardware changes are approved by Swagelok IT. We also emphasize the importance of physical security, requiring associates to secure confidential information and devices when not in use.

- **Customer Privacy and Data Handling:** Swagelok is committed to protecting customer privacy and handling data responsibly. We collect, use, and process personal information in a manner consistent with our contractual commitments and applicable laws. Our policies ensure that customer data is protected from unauthorized access and is used only for legitimate business purposes. We believe in transparency and are committed to informing customers about how their data is used and protected.

Approach to Cyber Risk Management

Our approach to cyber-related risk assessments and management is critical to protecting our information resources and ensuring the security of our operations. Our comprehensive cybersecurity framework is designed to anticipate, identify, and mitigate potential cyber threats, ensuring resilience and adaptability across our digital landscape.

In the spirit of continuous improvement, we regularly review and update our security measures to adapt to the evolving threat landscape. This includes implementing the latest security technologies and best practices to enhance our defenses against potential cyber-attacks.

- **Advanced Risk Identification and Mitigation:** Our cybersecurity strategy involves advanced risk identification and mitigation techniques to address potential vulnerabilities. We conduct regular risk assessments to evaluate the security posture of our IT infrastructure and identify areas for improvement. This proactive approach allows us to implement necessary security measures and respond swiftly to emerging threats, minimizing potential disruptions to our business operations.
- **Incident Response and Management:** In the event of a cybersecurity incident, Swagelok has established procedures for prompt response and management. Our incident response team is trained to handle such situations efficiently, ensuring that any breaches are contained and addressed swiftly to minimize impact. Associates are encouraged to report any suspected security issues to the IT or legal departments immediately, enabling us to take timely corrective actions and maintain the trust of our stakeholders.
- **Associate Education and Training:** Our approach includes regular and ad hoc training sessions to ensure all associates are well-versed in best practices for safeguarding information.

SUPPLY CHAIN MANAGEMENT

Our supply chain management approach is built on a foundation of strategic foresight and operational excellence, ensuring that every link in our supply chain contributes to the delivery of high-quality products and services. We prioritize a comprehensive understanding of market dynamics and customer needs, allowing us to anticipate challenges and adapt swiftly to changing conditions. Our leadership team is deeply involved in guiding our supply chain strategy, ensuring that it aligns with our overarching mission to meet and exceed the expectations of our customers and business partners. Our Supply Chain Management Program is designed to integrate seamlessly across all levels of our organization, ensuring alignment with our vision and goals.

Our primary manufacturing and distribution channels are located in Northeast Ohio, with additional international distribution centers that serve local territories and global distribution. Along with our strong supplier relationship mechanisms, this strategic placement allows us to leverage both U.S. and international capabilities as well as develop a network of long-term suppliers who adhere to the Swagelok quality system.

We strive to uphold the highest standards of quality and service, ensuring that our supply chain remains robust, transparent, and aligned with our core values.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines our expectations for all suppliers, which 100% of new suppliers affirm during onboarding. The code addresses critical areas such as labor practices, human rights, integrity, health and safety, and environmental stewardship. We require our suppliers to comply with the principles set forth in our code as well as all applicable laws, rules, and regulations of all countries in which they operate.

Central to our operations is a commitment to responsible procurement, which is incorporated into our Supplier Code of Conduct. This commitment sets clear expectations for our suppliers, emphasizing the importance of quality and ethical conduct. We do not tolerate any form of forced or human labor within our supply chain and actively seek to engage with partners who share our commitment to the health, safety, and wellbeing of their employees. We regularly monitor and assess our supply chain practices to ensure compliance with these standards and to foster a safe and equitable working environment for all.

By aligning our procurement practices with these principles, we ensure that we maintain a transparent and accountable supply chain. In doing so, we require suppliers to notify us of any changes in material manufacturing methods or sources that could impact product performance. This includes changes in chemical and mechanical properties, which must be approved by Swagelok to ensure they meet our stringent standards. This rigorous control over raw material sourcing ensures that our products

are not only high-quality but also sustainably produced, reflecting our core values of respect for the individual and continuous improvement.

Swagelok exercises due diligence to prevent the use of any "conflict minerals," such as Tantalum (Ta), Tungsten (W), Tin (Sn), and Gold (Au), that may be sourced using forced labor. Swagelok's Supplier Code of Ethics reflects this commitment by requiring suppliers to certify compliance with responsible sourcing standards, including those addressing conflict minerals, labor and human rights, health and safety, and environmental impact.

Commitment to Quality – Supply Chain Engagement

Alongside our thorough onboarding process to align suppliers with our sustainability objectives, we have established a Supplier Quality System Requirements Policy. This policy, in accordance with ISO 9001 Quality Management Systems (QMS), ensures that suppliers meet stringent standards that promote sustainable practices, extending beyond our Supplier Code of Conduct.

We require our suppliers to establish and maintain quality systems that ensure products and processes conform to specified requirements. This includes comprehensive documentation, quality planning, and adherence to our Supplier Code of Conduct. We conduct regular evaluations and audits to ensure compliance, and any changes in processes or materials must be approved by us to maintain quality standards. This rigorous evaluation process ensures that our suppliers are not only compliant but are also partners in our sustainability journey.

We also use a detailed scorecard system to monitor supplier performance, focusing on key metrics like quality, delivery, and sustainability practices. This scorecard is integral to our monitoring processes, which include regular internal audits to verify compliance with our quality and sustainability standards. These audits are conducted by personnel independent of the activities being audited, ensuring objectivity and thoroughness.

Supplier Risk Management

Swagelok's approach to supplier risk management is an integral part of our comprehensive risk management framework, ensuring that we maintain high standards of quality and reliability across our supply chain. Our Supplier Risk Management Process is designed to evaluate and mitigate potential risks associated with our suppliers and further support our commitment to operational excellence and customer satisfaction.

- **Robust Supplier Assessment Program:** We conduct thorough evaluations of our suppliers, focusing on financial strength, quality, delivery performance, and their business continuity strategies. This ensures that we partner with suppliers who align with our standards and can reliably support our operations.
- **Supply Chain Resilience:** To promote supply chain continuity, we implement an A/B strategy, which involves having alternative suppliers or backup plans for key third-party products and services. This approach allows us to manage potential disruptions and maintain a steady supply chain.

Integrating these practices into our supplier risk management approach ensures that we are prepared to address potential challenges and maintain the high levels of service and quality that our customers expect.

Appendix

The Company goals and forward-looking expectations presented in this Report are aspirational and not guarantees or promises that such goals will be met. Forward-looking expectations may be identified by terminology such as “ensure,” “may,” “will,” “should,” “could,” “expects,” “target,” “goal” or the negative of such terms or comparable terminology. These statements reflect management’s current expectations, but involve a number of risks and uncertainties. Data has not been audited by an independent third party nor subject to assurance. Environmental and emissions data in this report are based on source data where available, and on estimates where source data was not available. The Company undertakes no obligation to update or revise any forward-looking statement in this report.

GRI INDEX

The Global Reporting Initiative (GRI) Standards are a sustainability reporting framework covering disclosures on economic, social, and environmental topics. Disclosures below are from the 2021 GRI Sustainability Reporting Standards.

GRI Disclosure	Disclosure Description	Location or Relevant Information
	General Disclosures	
GRI 2-1	Organizational details	See “Company Overview” | About Us
GRI 2-2	Entities included in the organization’s sustainability reporting	See “Sustainability Governance”
GRI 2-3	Reporting period, frequency and contact point	See “About this Report”
GRI 2-4	Restatements of information	No restatements have been made to date
GRI 2-5	External assurance	The data in this report has not been externally verified
GRI 2-6	Activities, value chain and other business relationships	See “Stakeholder Engagement”
GRI 2-7	Employees	See “Our People” See “Company Overview”
GRI 2-8	Workers who are not employees	See “Our People” See “Company Overview”
GRI 2-9	Governance structure and composition	See “Board of Directors and Executive Leadership Team”
GRI 2-10	Nomination and selection of the highest governance body	See “Board of Directors and Executive Leadership Team”
GRI 2-11	Chair of the highest governance body	See “Board of Directors and Executive Leadership Team”
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See “Board of Directors and Executive Leadership Team”
GRI 2-13	Delegation of responsibility for managing impacts	See “Board of Directors and Executive Leadership Team”
GRI 2-14	Role of the highest governance body in sustainability reporting	See “Sustainability Governance”

GRI Disclosure	Disclosure Description	Location or Relevant Information
	General Disclosures	
GRI 2-15	Conflicts of interest	See “Conflicts of Interest”
GRI 2-16	Communication of critical concerns	See “Associate Listening” See “Business Conduct”
GRI 2-17	Collective knowledge of the highest governance body	See “Board of Directors and Executive Leadership Team”
GRI 2-18	Evaluation of the performance of the highest governance body	See “Board of Directors and Executive Leadership Team”
GRI 2-19	Remuneration policies	Our remuneration policies are included in our Associate Handbook and other relevant internal policies.
GRI 2-20	Process to determine remuneration	See “Talent”
GRI 2-22	Statement on sustainable development strategy	See “Sustainability Overview”
GRI 2-23	Policy commitments	Corporate Code of Conduct Supplier Code of Conduct Occupational Health and Safety Policy Environmental Policy Prevention of Discrimination and Harassment Policy Equal Employment Opportunity Policy AI Policy Data Privacy Policy Policy commitments are shared with senior leadership, including the CEO and Board of Directors. All Swagelok Associates and senior leadership are responsible for understanding and following the guidelines in the Code of Conduct.
GRI 2-24	Embedding policy commitments	See “Sustainability Overview”
GRI 2-25	Processes to remediate negative impacts	See “Business Conduct” Corporate Code of Conduct
GRI 2-26	Mechanisms for seeking advice and raising concerns	See “Business Conduct” See “Associate Listening” Corporate Code of Conduct

GRI Disclosure	Disclosure Description	Location or Relevant Information
	General Disclosures	
GRI 2-27	Compliance with laws and regulations	See “Business Conduct” Corporate Code of Conduct
GRI 2-28	Membership associations	See “Stakeholder Engagement”
GRI 2-29	Approach to stakeholder engagement	See “Stakeholder Engagement”
GRI 2-30	Collective bargaining agreements	0%
	Material Topics	
GRI 3-1	Process to determine material topics	See “Sustainability Overview”
GRI 3-2	List of material topics	See “Sustainability Overview”
GRI 3-3	Management of material topics	See “Sustainability Overview”
	Anti-corruption	
GRI 205-1	Operations assessed for risks related to corruption	See “Governance Policies” See “Conduct and Ethics Training” See “Competitive Practices and Anti-Corruption” See “Corporate Risk Management”
GRI 205-2	Communication and training about anti-corruption policies and procedures	See “Business Conduct”
GRI 205-3	Confirmed incidents of corruption and actions taken	0

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Materials	
GRI 301-1	Materials used by weight or volume	Swagelok does not currently track this information
GRI 301-2	Recycled input materials used	Swagelok does not currently track this information
GRI 301-3	Reclaimed products and their packaging materials	Swagelok does not currently track this information
	Energy	
GRI 302-1	Energy consumption within the organization	Electricity only: 117,545 MWh See “Energy Management”
GRI 302-2	Energy consumption outside of the organization	Swagelok does not currently track this information
GRI 302-3	Energy intensity	Swagelok does not currently track this information
GRI 302-4	Reduction of energy consumption	Swagelok does not currently track this information
GRI 302-5	Reductions in energy requirements of products and services	Swagelok does not currently track this information
	Water and Effluents	
GRI 303-1	Interactions with water as a shared resource	See “Water Use and Wastewater Management”
GRI 303-2	Management of water discharge-related impacts	See “Water Use and Wastewater Management”
GRI 303-3	Water withdrawal	Swagelok does not currently track this information
GRI 303-4	Water discharge	Swagelok does not currently track this information
GRI 303-5	Water consumption	268 Megaliters See “Water Use and Wastewater Management”

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Emissions	
GRI 305-1	Direct (Scope 1) GHG emissions	8,959 tCO2e See “Greenhouse Gas (GHG) Footprint”
GRI 305-2	Energy indirect (Scope 2) GHG emissions	46,738 tCO2e See “Greenhouse Gas (GHG) Footprint”
GRI 305-3	Other indirect (Scope 3) GHG emissions	Swagelok does not currently track this information
GRI 305-4	GHG emissions intensity	Swagelok does not currently track this information
GRI 305-5	Reduction of GHG emissions	Swagelok does not currently track this information
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Swagelok does not currently track this information
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our Kenmore, Ohio and Koppel, Pennsylvania sites produce NOx through our gas furnaces. (Measured in metric tons) Koppel: 3.20 Kenmore: 0.72
	Effluents and Waste	
GRI 306-3	Significant spills	0
	Waste	
GRI 306-1	Waste generation and significant waste-related impacts	See “Waste Management”
GRI 306-2	Management of significant waste-related impacts	See “Waste Management”
GRI 306-3	Waste generated	Waste generated: 1,864 metric tons See “Waste Management”
GRI 306-4	Waste diverted from disposal	Total Recycled/Reused: 1,042 metric tons See “Waste Management”
GRI 306-5	Waste directed to disposal	822 metric tons See “Waste Management”

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Supplier Environmental Assessment	
GRI 308-1	New suppliers that were screened using environmental criteria	See “Supplier Code of Conduct” See “Supplier Risk Management”
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	See “Stakeholder Engagement” Swagelok assessed impacts on local communities during the DMA conducted in early 2025
	Employment	
GRI 401-1	New employee hires and employee turnover	See “Our People”
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See “Total Rewards”
GRI 401-3	Parental leave	Swagelok’s Paid Parental Leave Policy provides up to four weeks of paid leave for Associates following the birth, adoption, or foster placement of a child. Both parents employed by Swagelok are entitled to this leave individually
	Occupational Health and Safety	
GRI 403-1	Occupational health and safety management system	See “Safe Work Practices” See “Safety Management”
GRI 403-2	Hazard identification, risk assessment, and incident investigation	See “Safe Work Practices” See “Safety Management”
GRI 403-3	Occupational health services	See “Safe Work Practices” See “Safety Management”
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	See “Safe Work Practices” See “Safety Management”
GRI 403-5	Worker training on occupational health and safety	See “Health and Safety Training”
GRI 403-6	Promotion of worker health	See “Safe Work Practices” See “Safety Management”

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Occupational Health and Safety	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See “Supplier Code of Conduct”
GRI 403-8	Workers covered by an occupational health and safety management system	See “Safe Work Practices”
GRI 403-9	Work-related injuries	See “Safety Performance Tracking”
GRI 403-10	Work-related ill health	See “Safety Performance Tracking”
	Training and Education	
GRI 404-1	Average hours of training per year per employee	See “Talent”
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	See “Talent”
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	95% of Associates participated in the performance and development (PDP) process in 2024
	Non-discrimination	
GRI 406-1	Incidents of discrimination and corrective actions taken	0 incidents in the last three years
	Local Communities	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	See “Community Engagement”
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	See “Stakeholder Engagement” Swagelok assessed impacts on local communities during the DMA conducted in early 2025

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Supplier Social Assessment	
GRI 414-1	New suppliers that were screened using social criteria	See “Supplier Code of Conduct” Swagelok’s process for engaging new suppliers involves a rigorous risk assessment that includes social criteria to ensure alignment with the company’s sustainability and ethical standards. All potential suppliers must comply with Swagelok’s Supplier Code of Conduct, which mandates efforts to minimize environmental impact. This comprehensive screening process evaluates suppliers on their social practices, including human rights-related issues
GRI 414-2	Negative social impacts in the supply chain and actions taken	See “Stakeholder Engagement” Swagelok assessed impacts on local communities during the DMA conducted in early 2025
	Customer Health and Safety	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	See “Product Quality and Safety”
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Swagelok has a robust process to investigate product returns to identify root cause and identify solutions to meet customer needs
	Marketing and Labeling	
GRI 417-1	Requirements for product and service information and labeling	See “Product Quality and Safety” See “Product Performance and Sustainability”
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	0 incidents in the last three years
GRI 417-3	Incidents of non-compliance concerning marketing communications	0 incidents in the last three years

GRI Disclosure	Disclosure Description	Location or Relevant Information
	Customer Privacy	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Swagelok had one complaint issued against it in 2024 related to GDPR. The complaint was served to an SSC and forwarded to Swagelok Corporate to resolve. 0% of end-use customers were impacted