



2025

Sustainability Report



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About This Report

This report highlights our programs and initiatives that support the sustainability of our operations, including governance and oversight. Unless otherwise specifically stated, this report covers Enpro's performance in the fiscal year ending December 31, 2024. The report was prepared using the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board's (SASB) frameworks.



I'm pleased to share that over the past year, Enpro's strategy to drive sustainable, profitable growth has gained momentum, culminating in our enterprise value surpassing \$4 billion for the first time in the Company's history. We believe these results were fueled by our vibrant, imaginative approach and dual-bottom-line culture, which values both financial results and human development.

Developing Sustainable Products

Our more than 3,400 colleagues work to develop leading-edge products and solutions that enhance our daily lives and drive our world forward. We contribute to advanced semiconductor manufacturing, facilitate space exploration, improve road safety, prevent harmful contamination in process industries, provide components to support ultra-pure pharmaceutical processes, and design critical applications for generating nuclear and renewable energy.

Letter from Eric A. Vaillancourt, President & CEO

We maintain rigorous product quality standards across all operations, supported by comprehensive quality assurance protocols. Additionally, we prioritize responsible sourcing, recognizing the importance of a resilient supply chain to our ability to realize our business vision.

Empowering Our Talent

To make Enpro's applied engineering capability and innovation possible, our teams are guided by a strong culture rooted in our enduring values of Safety, Excellence and Respect. We encourage diversity of thought, and celebrate differences in knowledge, skills, backgrounds, perspectives and experiences – all which make Enpro a special place to work and grow. We empower our people by providing business-aligned development and learning opportunities that foster engagement, drive career and personal growth, and equip our teams with the skills needed to support our customers and enhance value creation both now and in the future.

Unlocking Natural Resource Efficiencies

Due to the significant aftermarket exposure and recurring revenue streams that support our operations, we can benefit from driving consistent results, allowing us to regularly invest in process improvements to reduce our environmental impact.

In addition to embedding environmental solutions into our products, we are committed to minimizing our overall energy and resource use. Across our businesses, we have implemented several energy and water efficiency projects, investing in technologies that reduce heat losses and enhancing our tracking systems for raw water usage.

Looking Ahead to 2025 and Beyond

We know that our work to advance our business mission is meaningful to our shareholders and valued by our customers, colleagues, and the communities we serve. With our optimized portfolio of industrial technology businesses, our global team is energized by our innovative culture to drive top-line growth. We are leveraging our technological capabilities, applied engineering talent and process knowledge to drive Enpro 3.0 – the next phase of our enterprise value-creating strategy.

I encourage you to read our 2025 Sustainability Report, which highlights our progress over the past year to further our business impact, maintain transparency, and create value for our stakeholders.

Thank you,

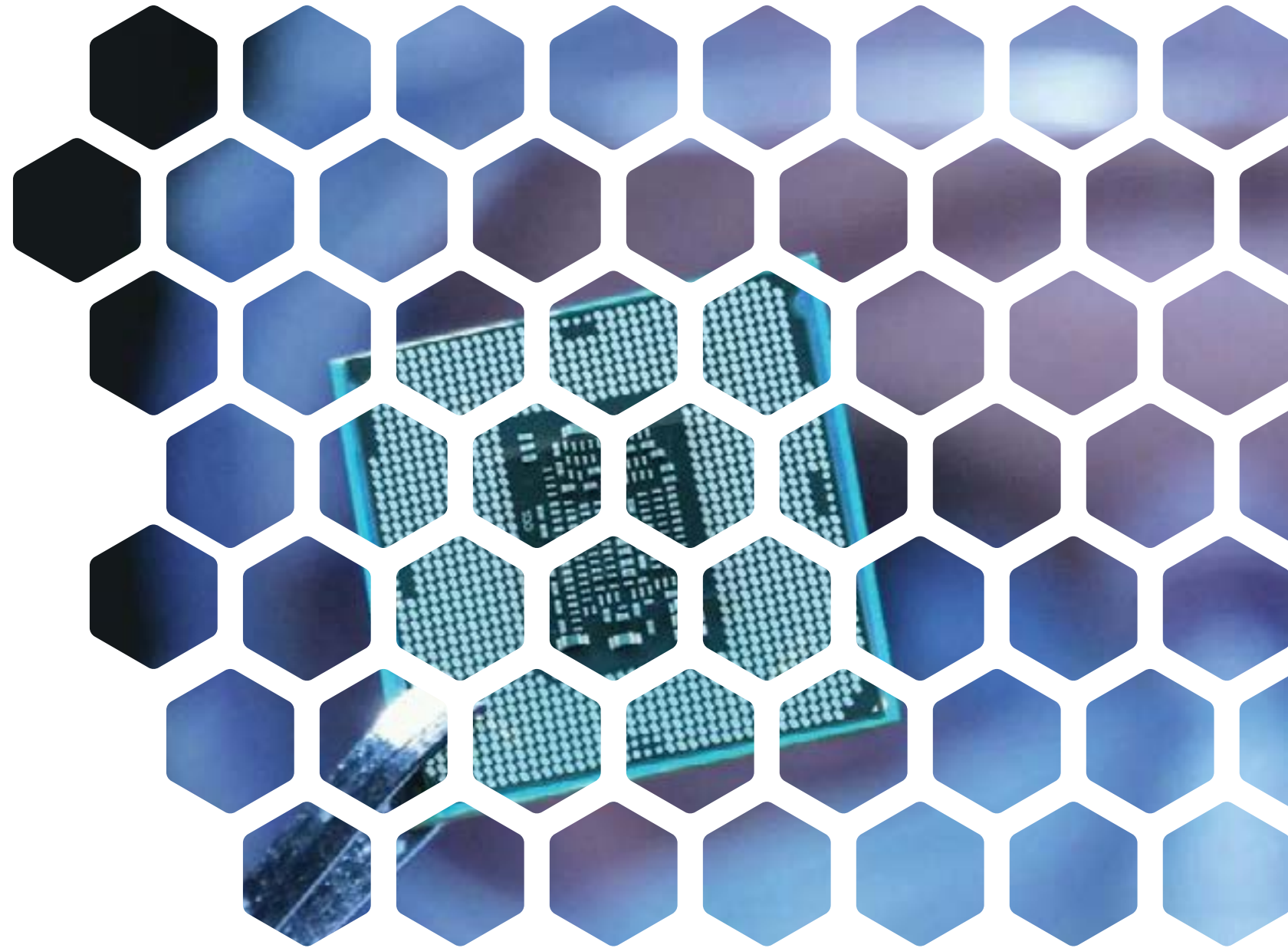
Eric A. Vaillancourt

Our Company

Enpro is a leading industrial technology company focused on mission-critical products and solutions that safeguard environments in a variety of applications that touch our lives every day. We focus on areas in which we have technological and competitive advantages with meaningful exposure to the global semiconductor, industrial, life sciences, nuclear energy, aerospace, food, pharmaceutical, and photonics markets.

At Enpro, we see the pursuits of financial performance, human development and stewardship of the environment as inextricably linked. We encourage development of ourselves and our colleagues, and our pursuit of excellence drives our sustainable-financial and strategic-business performance.

We enter 2025 with a strong balance sheet and a continued focus on investing and optimizing our portfolio of businesses, evaluating potential acquisitions that meet our strategic and financial objectives, while investing organically to drive our best-in-class portfolio of businesses forward.



Enpro at a Glance

Our customers depend on our products and solutions for safety, environmental and process protection, reliability, and durability. In almost every instance, the cost of failure of one of our products or solutions is high, and the performance of our solutions prevent significant environmental and economic damage.

With a long history of innovation and application engineering across all our businesses, Enpro today is “Empowering Technology with Purpose.”

COMPANY OVERVIEW



CHARLOTTE, NC

Headquarters

35

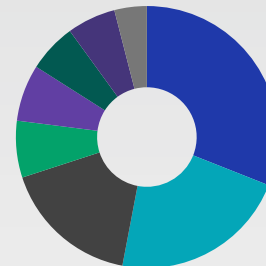
Manufacturing and Service Facilities

3,500

Global Employees

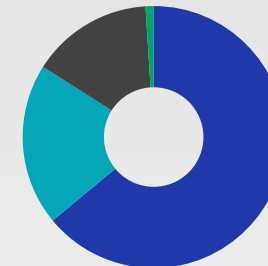
APPROXIMATE ANNUAL REVENUE CONTRIBUTION

Sales by Market



- Semiconductor **31%**
- General Industrial **22%**
- Commercial Vehicle **17%**
- Aerospace **7%**
- Power Generation **7%**
- Food & Pharma **6%**
- Oil & Gas **6%**
- Petrochemical **4%**

Sales by Geography



- North America **64%**
- Asia Pacific **20%**
- Europe **15%**
- RoW **1%**

Sales by Channel



- Aftermarket **54%**
- OE **46%**

Sealing Technologies

Safeguarding Critical Environments

Garlock



Technetics
GROUP

Advanced Surface Technologies

Precision Products and Solutions for the Leading Edge

NxEdge

LeanTeq

TECHNETICS
SEMI

Alluxa

OUR GLOBAL OPERATIONS

USA



Tempe | AZ
 Costa Mesa | CA
 Milpitas | CA
 Morgan Hill | CA
 San Carlos | CA
 Santa Clara | CA
 Santa Rosa | CA
 Daytona Beach | FL
 Deland | FL

Boise | ID
 Harwood Heights | IL
 Millington | MI
 Sparta | NJ
 Palmyra | NY
 Charlotte | NC
 Columbia | SC
 Houston | TX
 Longview | TX

Canada



Mississauga | ON
 Sherbrooke | QC

Mexico



Azcapotzalco

China



Shanghai

France



Montbrison
 St Etienne
 Limonest

Germany



Mössingen
 Neuss

Singapore



Singapore

Taiwan



Taoyuan City

Australia



Arndell Park | NSW
 South Gladstone | QLD
 Welshpool | WA

OUR CORE VALUES



Safety

Operating safely is our most important obligation to all stakeholders. We tirelessly focus on creating a safe and healthy work environment and require all colleagues to pledge annually to uphold this as our top priority with the primary goal of creating an injury-free workplace.



Excellence

We expect our operations to achieve and maintain world-class performance. Excellence is achieved through individual behavior and business performance and measured against the highest standards.



Respect

We embody respect through the way we behave toward others and live within a culture that provides both physical and psychological safety. Our foundation is built on empathy and belief in the inherent good of others. We believe all people are fully worthy of opportunities to grow, develop and thrive.

Sustainability Governance & Enterprise Risk Management

Enpro's Board of Directors and specific Board committees provide oversight of all environmental and sustainability matters. The Nominating and Corporate Governance Committee ensures that environmental, social and sustainability considerations are integrated into the Company's overall business strategy. The Audit and Risk Management Committee oversees the identification and management of sustainability-related risks, such as climate change, regulatory compliance and social impacts, and ensures that these risks are incorporated into the Company's broader risk-management framework.

Enpro's internal audit function conducts annual risk assessments for several risk scenarios, including climate, environmental, social, and governance considerations, on an annual basis. Enpro's Board of Directors oversees the Company's Enterprise Risk Management ("ERM") process, which identifies, assesses, manages and monitors a range of risks that could potentially affect Enpro's ability to meet its business objectives. The objective of Enpro's ERM process is to maintain a risk-aware culture, enable better decision-making, and enhance the organization's resilience and performance.

Beyond the Board's oversight of the Company's ERM process, the Board's Audit and Risk Management Committee monitors the Company's compliance with legal and regulatory requirements and its management of areas of significant risk, which could include cybersecurity risks, the development and implementation of internal controls, climate-related risks, talent acquisition and retention and other sustainability-relevant matters.

Enpro conducts ongoing risk assessments through its internal audit function for several risk scenarios and maintains a matrix of the top risks for the Company. Key stakeholders throughout the organization complete the comprehensive assessment by providing input on the respective severity, likelihood and velocity of potential risks. Our internal audit group then analyzes the stakeholders input to update and maintain the matrix of prioritized risks.

The results and subsequent analysis of our risk assessments are summarized regularly for the Board's Audit and Risk Management Committee, including updates on emerging risks, identification of significant changes in the risk landscape, and a discussion of risk mitigation strategies. The Board uses this information to ensure that the ERM process is aligned with the Company's strategic objectives, to evaluate whether appropriate risk management strategies are being implemented, and to support informed decisions about the Company's overall business strategy.

Beyond identifying and monitoring risk through the ERM process, the Board established Enpro's Sustainability Committee in 2022 (please see our [Sustainability Committee Charter](#)) to support our focus on financial performance, human development, environmental stewardship, health and safety, corporate social responsibility, corporate governance, and sustainability. The Sustainability Committee consists of a group of cross-functional executives appointed by the Board and is chaired by Enpro's Director of Environmental and Sustainability. The Committee Chairperson reports to and provides quarterly updates to the Board.

OUR APPROACH TO SUSTAINABILITY

Our emphasis on corporate social responsibility and sustainability is at the core of how Enpro does business. We believe this focus creates long-term value for all stakeholders, while positioning our businesses for ongoing success.

SUSTAINABILITY PRIORITIES

Transparency & Reporting

Incorporate third-party assurance to ensure the accuracy and transparency of Scope 1 and 2 greenhouse gas (GHG) emissions tracking and reporting.

Carbon Footprint Reduction

Continue decreasing Enpro's carbon footprint through energy efficiency measures and by implementing more robust GHG tracking systems, including market-based Scope 2 emissions and Scope 3 emissions.

Climate Risk Assessment & Adaptation

Assess climate-related physical and transitional risks in accordance with the TCFD framework.

Waste Management

Promote waste reduction programs and recycling to reduce landfill waste.

Health & Safety

Maintain exceptional safety performance and continue enterprise-wide Safety & Sustainability training, including mental health and psychological safety training with enhanced communication and continuous reporting and access to professional resources.

Talent Development

Continue to nurture a supportive environment building on the strengths and talents of our colleagues to support Enpro's growth strategy.

Double Materiality Assessment

In 2024, we conducted a comprehensive double materiality assessment to evaluate the impacts, risks, and opportunities related to our sustainability efforts that are most relevant to our operations and our stakeholders. This assessment considered both financial materiality (how sustainability matters affect our financial performance) and impact materiality (how our operations impact the environment and society) of various sustainability topics.

The assessment identified eleven (11) priority areas, which are summarized in the table below, providing valuable insights into our sustainability challenges and opportunities. By addressing both financial and impact materiality, we are better equipped to create long-term value for our stakeholders and contribute to a sustainable future.

ENVIRONMENTAL

- Climate Change Adaptation & GHG Emissions
- Energy Use & Efficiency
- Management of Relationships with Suppliers
- Product Quality, Safety & Innovation
- Waste Management

SOCIAL

- Talent Acquisition, Development & Retention
- Compensation & Benefits
- Workplace Culture
- Health, Safety & Rights for All Our Colleagues

GOVERNANCE

- Business Ethics & Governance
- Data Privacy & Cyber Security

2024 Sustainability Highlights



Completed a **Double Materiality Assessment** to identify the sustainability-related impacts, risks and opportunities that are material to our business.



Formed a management **Sustainability Community of Practice** to foster sustainable business practices throughout our operations.



Continued to build and improve upon our **GHG-emissions inventory** by:

- Conducting a Scope 3 relevancy assessment to determine which Scope 3 categories are relevant to our business.
- Building an inventory to begin tracking Scope 3 GHG emissions beginning in Calendar Year 2025.
- Developing an inventory of factors to track market-based Scope 2 emissions in Calendar Year 2025, which will be in addition to location-based Scope 2 emissions tracking implemented in 2022.



Commenced a **Climate Scenario Risk Assessment** aligned with TCFD to evaluate enterprise-wide physical and transitional risks associated with climate change.

Building Sustainable Products and Solutions

Enpro's products play a crucial role in promoting sustainability by enhancing safety, reliability and efficiency across various leading-edge applications, which include our advanced sealing products, solutions for increased efficiency and energy alternatives.

Product and process innovation teams at each of Enpro's businesses research and develop new methods, practices and technologies that reduce environmental impact, enhance resource efficiency and support social and economic well-being. These innovations not only help protect the environment but also often lead to cost savings, improved efficiency and enhanced brand reputation.





SOLUTIONS FOR GHG MONITORING AND MITIGATION



Alluxa produces highly specialized ultra-narrow optical filters that are used in spectroscopic instruments to detect and measure specific greenhouse gases like methane and carbon dioxide with high precision. The high-resolution data provided by the instruments equipped with these specialized filters contribute to the development of more accurate climate and meteorological models, which in turn are used to predict future climate scenarios and assess the potential impacts of different mitigation and adaptation strategies.

Alluxa filters have been integrated into multiple missions of the European Space Agency (ESA), measuring the Earth's outgoing radiation to help improve confidence in the accuracy of climate change predictions and monitoring solar activity to facilitate advance warning of solar storms.



PRODUCT INNOVATION FOR ENHANCED EFFICIENCY AND SAFETY

At Enpro, our purpose lies in helping others achieve theirs and we provide critical products and solutions in a variety of leading-edge applications that shape our world. It is one of our strategic priorities to develop and provide applied engineering capabilities, process technologies and generational knowledge to help shape safer, cleaner, more productive process environments for customers in a variety of critically important and growing end markets.



Technetics Group delivers critical sealing technology and expertise to the nuclear power industry that is crucial for the transition to low-carbon and no-carbon energy production. Technetics Group solutions support the entire nuclear life cycle, from fuel enrichment to reprocessing, and from power generation to waste management.

Our products include nuclear reactor pressure vessel (RPV) closure head seals, reactor coolant pumps (RCP) seals, quick disconnect systems (QDS), custom-engineered metal seals and gaskets. To meet the demands of the quickly evolving market, the Technetics Group R&D Innovation lab, located in Southern France, is actively developing new solutions for nuclear generation and fusion projects, as well as hydrogen fuel cell and electrolysis projects.



AMI provides gas analyzers that are capable of detecting trace concentrations of contaminants within biogas during the production and transport of renewable natural gas. AMI's analyzer senses hydrogen sulfide (H_2S), a toxic and corrosive gas, as well as moisture and oxygen that can also cause pipeline corrosion. These solutions are key to biogas production, ensuring gas quality is verified and validated before pipeline injection and preventing H_2S exposures that can lead to health hazards and equipment damage throughout the biogas production and transportation process.



GARLOCK



PSI



STEMCO

Garlock PSI

Garlock and PSI provide highly engineered sealing technologies that allow our customers in a variety of industries to meet the highest standards of purity and safety. Our sealing technologies, such as advanced gaskets, O-rings and custom seals, are made from high-purity materials and are designed to prevent contamination in critical processes, as well as help prevent accidental chemical releases that could lead to fires, explosions or exposure to toxic chemicals. This is particularly important in industries like chemical processing, pharmaceuticals, hydrogen markets, oil and gas, battery manufacturing, biogas and semiconductors, in which even small leaks can have potentially significant environmental and health impacts.

Garlock Guardian's™ KLOZURE® Bearing Isolator technology replaces traditional radial lip seals in rotating equipment such as pumps, compressors, motors and turbines, and has a service life that is up to 65 times greater than traditional radial lip seals. Controlled laboratory testing for power consumption of radial lip seals and bearing isolators indicates that bearing isolators use 97% to 99% less energy than traditional radial lip seals. Reducing energy consumption also yields a smaller carbon footprint.

Steel roller rings and seals produced by PSI, KuRRi® Polymer Roller Rings, are currently used in two German Corridor projects, SuedOstLink and SuedLink, to connect national electrical power grids with underground HVDC cable systems. These German Corridor projects are aimed at carrying power from renewable energy sources in the north to high demand areas in the south, and are crucial for Germany's "Energiewende" (energy transition) and achieving a more sustainable and renewable energy system.



STEMCO's wheel-end solutions are critical for ensuring the safety, asset protection and efficiency of trucks and trailers that transport goods to and through our communities. The high-quality seals and gaskets in our wheel-end systems prevent leaks of lubricants, which is essential for maintaining proper lubrication of bearings and other components. This helps avoid overheating and potential failures that could lead to accidents, and also extends the life of critical components such as bearings and seals. STEMCO's products are made from lightweight materials, reducing the overall weight of the vehicle, contributing to improved fuel efficiency and fostering a more reliable and cost-effective logistics network.

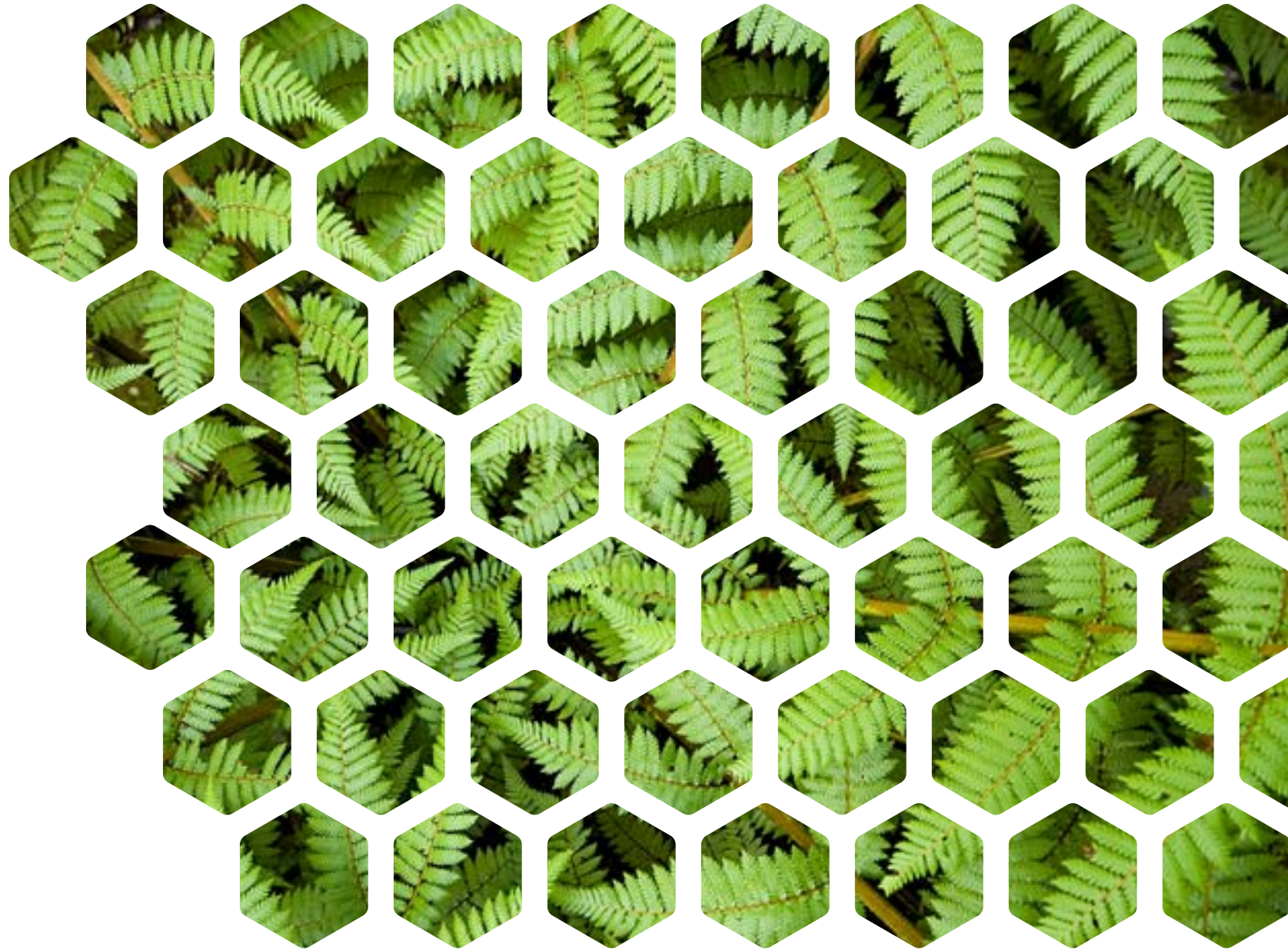
OUR SOLUTIONS FOR SUPPLY CHAIN OPTIMIZATION

Enpro's Advanced Surface Technologies Segment, including LeanTeq, NxEdge, and Technetics Semi, provides end-to-end vertical integration solutions for semiconductor production assets in an efficient manner that significantly reduces time in the supply chain, reduces freight and shipping demands, and cuts down on transportation-related emissions. Through our embedded solutions, the cost and carbon footprint of chamber tools used to produce semiconductor wafers is reduced. Our equipment and cleaning and coating solutions help our customers improve yield in the semiconductor production process. Improving yield eliminates waste and energy consumption, while optimizing capacity utilization and profitability for our customers.

Caring for the Environment

Enpro is committed to protecting the environment and ensuring a sustainable future for our Company, our colleagues, our customers and the communities in which we live and work. Enpro's sustainability efforts aim to reduce our environmental impact and preserve opportunities for future generations while meeting stakeholder and customer expectations.

Our environmental mitigation initiatives, combined with strong sustainability governance and oversight, enhance our environmental performance in our everyday operations.





Environmental Management System

At the enterprise level, Enpro's Environmental Management System is committed to monitoring and measuring our overall environmental performance as well as ensuring compliance with environmental regulation.

At the site level, responsibility for environmental compliance falls to Enpro's individual businesses with the assistance of the Company's Environmental, Health, and Safety (EHS) Leadership Team. Through thought partnerships developed by Enpro's Sustainability Community of Practice and two Environmental, Health, and Safety (EHS) Communities of Practice dedicated to the Sealing Technologies and Advanced Surface Technologies (AST) business segments, we bolster our capabilities on EHS topics. The EHS Communities of Practice meet on a monthly basis to share information about evolving EHS regulations and trends, as well as best practices and strategies.

All our operations are aligned with the requirements of the ISO 14001:2015 for their Environmental Management Systems. Four of our sites in Mexico, Germany, China and France are certified to ISO 14001 standards.

Internal Assessments

Our EHS Leadership Team leads periodic internal self-assessments to ensure compliance with laws, regulations and internal practices and procedures and to make business unit leaders aware of opportunities to improve our environmental management system.

Based on the results of our self-assessments, we implement changes and corrective actions to stimulate continual improvement, and we summarize significant findings of

Our [Environmental Sustainability Policy](#) sets the following priorities for all Enpro businesses for environmentally sustainability operations:

- Comply with all applicable environmental laws.
- Measure, evaluate and work to limit our operational impact on the environment in the areas of greenhouse gas emissions and climate change risk, water usage, energy management and conservation, recycling and waste minimization.
- Evaluate and work to minimize environmental impacts of existing and new products, including environmental impacts of end-of-life product management.
- Work to minimize the environmental impact of Enpro's operations, equipment and other assets for their entire life cycle.

assessments in enterprise-wide Community of Practice meetings dedicated to Sustainability, EHS, Quality and Continuous Improvement. This promotes a culture of transparency and accountability and facilitates an exchange of information to encourage the adoption of best practices and innovative solutions that have been successful in other parts of the organization.



Sustainability Community of Practice

As part of our ongoing commitment to sustainability and energy efficiency, Enpro established a Sustainability Community of Practice in 2024. The Community of Practice is comprised of representatives from corporate and manufacturing locations, and has the mission to integrate sustainability strategies and principles across Enpro businesses to better serve our customers, our communities, and other stakeholders. Modeled on analogous Enpro Communities of Practice dedicated to EHS, Quality and Continuous Improvement, the Sustainability Community of

Practice meets quarterly to provide a thought partnership and serve as a resource center for our businesses to identify and implement initiatives that promote sustainable products and practices. Topics covered in 2024 included:

- On-site energy efficiency activities
- Water recycling projects
- Packaging and shipping improvements
- Compliance matters (e.g., evolving sustainability disclosure frameworks and expectations)

Optimizing Energy Efficiency

We are committed to efficient use of resources and excellence in energy management to reduce GHG emissions and contribute to a more sustainable future. In recent years, Enpro divested certain carbon-intensive lines of business and selectively disengaged from market sectors that are highly carbon intensive. Enpro has also acquired businesses that are more technologically advanced and less carbon intensive.



OUR CARBON REDUCTION GOALS

Enpro set a goal of reducing its GHG emissions intensity by 3% per million dollars of revenue per year, as compared to the 2022 baseline year, in 2023, 2024 and 2025.

Enpro established intensity-based GHG targets rather than absolute emissions reductions targets based on the Company's strategic focus and investments in strategic and organic growth, as well as the diversity of Enpro's businesses. While individual manufacturing operations strive for absolute emissions reductions, the enterprise-wide intensity target is more compatible with tracking improved carbon efficiency as our company continues to grow and evolve in accordance with Enpro's strategic goals. We assess our progress against our carbon reduction goals on an annual basis.



REDUCING OUR CARBON EMISSIONS

Enpro has tracked Scope 1 and location-based Scope 2 GHG emissions from its manufacturing and warehousing/distribution locations in accordance with the GHG Protocol since 2022.

Improved accuracy and granularity of GHG emissions data allows Enpro to track the effectiveness of implemented decarbonization measures and identify areas of focus for future decarbonization measures, set and refine our reduction targets and develop strategic plans to further reduce our carbon footprint over time.

Between 2022 and 2024, Enpro achieved an average absolute GHG emissions reduction of over 1,500 tons CO₂e/year, which is equivalent to an overall emissions reduction of 10.4%. These absolute emissions reductions translated to a 6.1% reduction in GHG emissions intensity by the end of 2024, achieving our target to reduce enterprise-wide GHG emissions intensity by a total of 6% by the end of 2024.

Metric	Units	2022	2023	2024
GHG Emissions				
Scope 1 Emissions	Metric tons of CO ₂ e	13,082	11,701	11,394
Scope 2 Emission (location-Based)	Metric tons of CO ₂ e	21,541	19,511	19,627
Scope 1 + 2 Emissions	Metric tons of CO ₂ e	34,623	31,212	31,021
Revenue	\$MM	1,099	1,059	1,049
Scope 1 + 2 Emissions Intensity	Metric tons of CO ₂ e/\$MM	31.50	29.46	29.58
Intensity-Based Target (3% Reduction Per Year)	Metric tons of CO ₂ e/\$rvIM	-	30.55	29.61
Grid Electricity	MWh	77,274	71,109	70,876
Natural Gas	MWh	72,555	64,535	62,828
Total	MWh	149,829	135,644	133,704
Energy Intensity	MWh/\$MM	136.31	128.05	127.50

ENERGY REDUCTION INITIATIVES

Enpro integrated several energy efficiency projects in 2023 and 2024 that helped to reduce energy usage and associated GHG emissions, including the installation of new technology to reduce heat losses and promoting investment in clean energy sources.

- Technetics Group in France replaced forklift doors and installed a dedicated pedestrian door to reduce heat losses in the winter, resulting in an estimated reduction of Scope 2 GHG emissions of approximately 17 metric tons CO2e per year.
- Garlock's operations in Germany contracted with their electricity provider, Stadtwerke Solingen, to use Ökostrom (green energy) and help fund the broader transition to cleaner sources.
- Enpro businesses conducted inspections, optimizations, upgrades and repairs of compressed air systems at multiple businesses and manufacturing facilities throughout the enterprise. The replacement of an older, oversized air compressor at a Technetics Semi facility in Daytona Beach, Florida, contributed to an overall reduction of electricity usage at the facility of approximately 9% between 2023 and 2024.
- STEMCO's operations in Longview, Texas, installed monitoring and control systems on chillers and compressor systems for more efficient operations. These additional controls also enabled the compressors to cycle on and off at lower voltages.

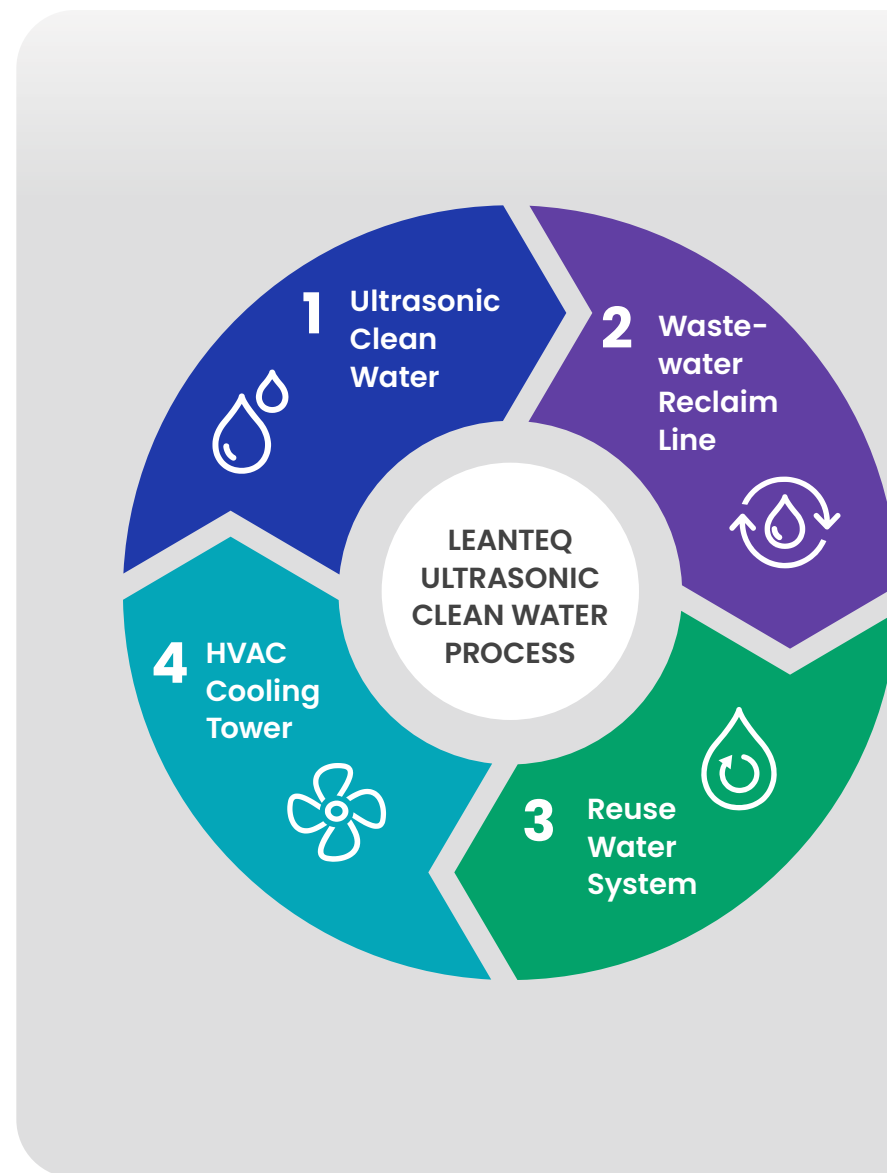
Water

At Enpro, we seek to use water resources responsibly and efficiently. We are continuing to improve and expand tracking for raw water usage and wastewater generation throughout our global manufacturing operations.

WATER REDUCTION INITIATIVES

We are committed to implementing water initiatives across our businesses and global operations by investing in technology that enhances water recycling and reduction efforts.

- In 2024, Garlock's operations in Suzhou, China, designed, fabricated and implemented a system to recycle water generated by a waterjet cutter, reducing water usage by up to two tons per day and reducing occupational safety hazards by eliminating the need for manually removing sand from a large settling basin.
- LeanTeq implemented multiple projects to reduce water usage at its operations in Taiwan resulting in cumulative water savings of up to 150 m³ (39,600 gallons) per day including, significantly, a system to recycle and reuse water from its Ultrasonic Clean Water Process in its HVAC cooling tower.





Waste Management

We are committed to minimizing and monitoring our waste as we recognize its importance to reducing our environmental impact. Enpro manufacturing facilities track the amount of regulated, hazardous and landfill waste generated, in addition to the amount of waste that is recycled.

WASTE REDUCTION INITIATIVES

In addition to expanding our waste monitoring efforts, targeted initiatives have been implemented across our businesses for further waste minimization through recycling and removal of hazardous materials from key processes.

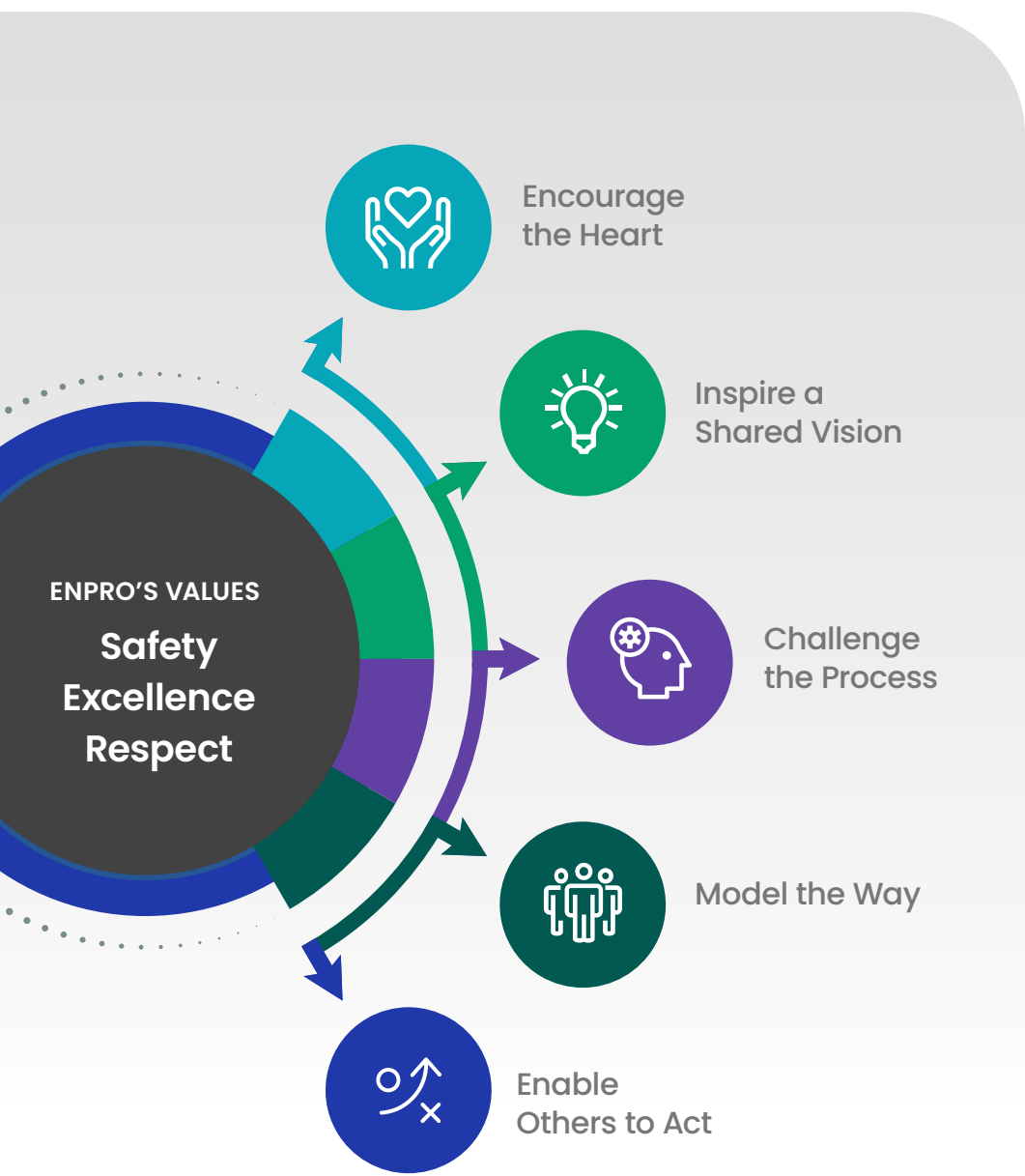
- Garlock's operations in Houston, Texas, and Neuss, Germany, diverted zero waste to landfills in 2024, which they achieved through a combination of strategies, including waste reduction, recycling scrap, reuse and sending remaining waste to third-party waste-to-energy providers.
- In 2024, Garlock Australia recycled and repurposed equipment and packaging materials from a nearby business that ceased operations. The site's sustainability team toured the closing operations and identified items that could be repurposed and reused, including trolleys, conveyor rollers, timber pallets and cardboard boxes.
- Technetics Group developed and implemented a physical grit-blast pre-plating process to replace a chemical pre-plating process that utilized hydrofluoric acid at its operations in Columbia, South Carolina. By eliminating hydrofluoric acid from its operations, Technetics Group also eliminated safety hazards associated with the handling and use of hydrofluoric acid, which is highly toxic and corrosive; removed the hazardous material from its waste stream; and reduced costs. This initiative also eliminated potential supply chain vulnerabilities arising from hydrofluoric acid availability and safety and transportation risks.

Empower Our Talent

Enpro strives to create an environment in which all colleagues can flourish and develop. As a dual bottom-line company, we believe outstanding financial performance and personal development are intertwined in such a way that one does not happen without the other.

Enpro views the professional development and personal growth of our colleagues as a core foundation to achieving excellence. Safety, Excellence and Respect are our enduring core values and are the standard by which we measure all our actions, including how we treat our colleagues, physically and psychologically.





“We Are Enpro”

In 2024, we launched “We Are Enpro” to promote and foster Enpro’s cultural emphasis on Empowering People with Purpose and our focus on the dual bottom line. This program supplements our enduring core values of Safety, Excellence and Respect, which drive the way we do business and care for our people and the environment. In addition to our core values, the dual bottom line is based on the underlying principles that every person deserves to be treated with dignity and respect and every person is worthy of growth and development.

“We Are Enpro” launched with a half-day Train-the-Trainer workshop in early 2024 to prepare Company leaders to guide small group sessions with team members enterprise-wide. These small group sessions were hosted at our business locations throughout the world and were designed to foster a shared understanding of our purpose, our values, our principles and the way we work across our global teams.

Talent Oversight

Enpro’s top human resources (HR) leader is responsible for overseeing the company’s human capital strategies, including talent acquisition, management and retention, engagement, and policies promoting diversity of thought, inclusion and psychological safety. The HR leader reports directly to the CEO and works in coordination with the executive team to develop and advance strategies that are aligned with the Company’s business objectives. The HR leader also regularly reports to the Board of Directors, including the Board’s Compensation and Human Resources Committee and Nominating and

Corporate Governance Committee, which monitors Enpro’s human capital initiatives and performance. The Compensation and Human Resources Committee annually reviews our People Strategies, including talent development, and more frequently considers matters with respect to colleague safety, retention, diversity of backgrounds and perspectives, and inclusion.

Talent Acquisition

Talent acquisition and planning is essential for Enpro to meet the long-term needs of our customers. We leverage a variety of programs and processes to help identify the most talented and qualified potential colleagues for current and future positions.

With the help of our recruitment platform, Broadbean, and our integrated Applicant Tracking System (ATS), we identify a diverse range of suitable job seekers in alignment with our business growth priorities. We strive to present every hiring manager with highly qualified job candidates and deploy our ATS to reach a wider range of candidates and tap into a broader talent pool. We also partner with local workforce programs to expand our candidate pool to ensure we have access to the best-in-industry talent. Additionally, we continue to utilize inclusive practices within our talent acquisition processes, including cross-functional interview panels to bring varied perspectives and experiences to the table, always with the goal of hiring the best person for the role and bringing our next set of leaders on board.

INVESTING IN FUTURE TALENT

Enpro engages in several initiatives and partnerships with educational institutions and career programs to proactively manage our talent pipeline.

Enpro businesses partner with middle schools and high schools in key geographies to inspire interest in STEM fields, provide hands-on learning experiences and build a pipeline of future talent in the manufacturing industry.

- Technetics Group paired with local high schools and other manufacturers in the Chicagoland area to establish a Technology Advisory Council, which advises schools on today's manufacturing needs while also identifying and promoting

students with a demonstrated interest in skilled, technical trades. In support of this effort, Technetics Group Chicago developed a paid training program employing high school students part-time after school and over summer breaks to promote full-time employment and apprenticeships following graduation. This program has so far resulted in the direct hire of five full-time colleagues at Technetics Group Chicago.

- Garlock participates in the Rochester Technology & Manufacturing Association's ROC WITH YOUR HANDS event, which provides an outlet for local manufacturing employers such as Garlock to share what we do with over 1,600 students in the Greater Rochester area through a variety of hands-on demonstrations and activities.
- NxEdge partners with the Dennis Technical Education Center (DTEC) in Boise, Idaho, which has resulted in several permanent hires. DTEC is a technical training center that partners with public schools and home-schooled students within the Boise school district to provide a variety of technical classes.

Enpro also has close partnerships with colleges, universities and career programs.

- Garlock Houston began sponsoring a University of Houston internship program in 2023, which has resulted in three permanent hires.
- STEMCO continued to participate in Historically Black Colleges and Universities career fairs in 2023 and 2024.
- Garlock worked with Wayne Technical and Career Center in Williamson, New York, to help design a curriculum for advanced manufacturing and welding students that is aimed at increasing success once students enter the workforce.



Talent Development

Enpro focuses on developing team members for current and future positions over the course of their careers with critical responsibilities aligning with their strengths and talents. In 2024, we continued to enhance our performance management and development processes, placing emphasis on both manager engagement and colleague ownership, including a number of training sessions delivered throughout the enterprise on topics such as physical and psychological safety, enterprise- and division-level growth objectives, constructive feedback, continuous improvement disciplines, and communication and awareness skills.

We conduct biannual performance reviews, for which all people leaders are required to undergo enterprise development training to enhance their feedback skills and support growth. Additionally, we require all colleagues to set Individual Development Plans (IDPs) and encourage team members to think long-term and holistically about their ongoing development by fostering 3- to 5-year planning around their time investments and opportunities. Enpro also offers an internal project management program for colleagues to develop and diversify project management skill sets.

Enpro provides a variety of targeted leadership development programs to better support leadership effectiveness in alignment with the expansion of roles and responsibilities. Our programs holistically focus on all aspects of leadership, from personal effectiveness and emotional intelligence to managerial effectiveness and organizational transformation. They include:

- **Assessments and sessions to promote leadership effectiveness:** Through Hogan Assessments, Clifton Strengthfinders, 16PF Profiles and DiSC® Assessments, we aim to enhance the ability of perspective-taking, fostering the ability to lead inclusive teams and ensure leadership effectiveness. Enpro also leverages a variety of internal and external coaches to provide timely development and support to team members.
- **Personalized trainings:** In 2024, Enpro identified internal talent and potential future leaders to assess development opportunities and participate in leadership training with executive coaches. Succession planning for our executive leaders is critical for the future and ongoing success of our business.
- **Our Leadership Effectiveness & Awareness Practices (LEAP!) Program:** The program gathers between 20 and 30 nominated team members to participate in a three-day retreat focused on leading with awareness. The retreat includes planned scheduled learning sessions, team building projects, peer-to-peer learning sessions and mentorship and time for reflection and journaling on leadership styles and development plans.
- **Event sponsorship and participation:** Garlock sponsored eight female leaders to participate in the Rochester Women Empowering Women Conference aimed at providing tools and training to enhance leadership skills.



82%
participants stated
they are proud to
work at Enpro

Culture & Engagement

Our colleagues are critical to our success, and understanding their perspectives and feedback is essential to us.

Enpro conducts an annual engagement survey to assess the overall satisfaction and engagement levels, identify areas for improvement and implement strategies to enhance retention and productivity. In 2024, the survey achieved a 64% participation rate, with 82% of participants stating they are proud to work at Enpro. We take the feedback seriously, and in response to one of our engagement surveys, we introduced a new medical plan offering diverse options to better meet our talent needs.

Diversity of Thought, Inclusion and Psychological Safety

At Enpro, we view it as our responsibility to create a work environment built on trust and centered around the health and safety of one another, our families, our communities and our partners. We are therefore committed to providing resources to support well-being and mental-health awareness, both across the enterprise and within our businesses.

The positive impact of our care, compassion and flexible programs is demonstrated by our retention rates. In a market with volatile turnover, our aggregate retention rates are at or above market level, in part due to our culture and due to our progressive approach to the development and focus on our colleagues' well-being.

Competitive Pay and Benefits

Enpro creates an atmosphere of respect by treating our colleagues fairly, while also offering wages and benefits that are competitive within our industries and local labor markets. We provide comprehensive compensation and benefits programs that are designed to attract and retain colleagues – our most valuable resource. Our compensation programs include a focus on building long-term value and alignment with our stakeholders, including a sizable portion of compensation at appropriate levels designed to foster a culture of ownership.

We have improved our benefit programs each year to meet the changing needs of our colleagues and their families. In the United States, this includes a company-wide minimum wage of \$17 per hour, a 401(k) plan with an above-market company match, an award-winning health and well-being program, flexible vacation and time off policies, enhanced employee assistance programs, paid family leave and comprehensive healthcare benefits, as well as company-paid long-term disability, critical illness and accident insurance coverage. We continue to focus on the mental well-being of our colleagues through company-wide resource groups that focus on mental health and inclusion, as well as through our employee assistance programs and a mental health support community group.

Type	Benefit
Income Security	Long-Term Disability Critical Illness & Accident Insurance
Health Benefits	Medical Insurance Dental Insurance Vision Insurance Employee Assistance Program (EAP)
Financial Wellness	401(k) Retirement Plan (above-market company match)
Additional Benefits	Flexible Time Off & Holidays Parental Leave

Notes:

All US employees are eligible for the listed benefits.
All US employees, except for certain union members, receive long-term disability coverage.
Critical illness and accident insurances are included with some medical plans and are also offered as standalone buy-up options to all employees.

In addition to the benefits listed, Enpro offers annual incentive plans to reward team member contribution in alignment with business impact. In the United States, participation in the plan was as follows for 2024:

Level	No Bonus	Bonus	Union
Executives	0%	100%	0%
People Leaders	10.4%	89.6%	0%
Individual Contributors	31.0%	69.0%	18.4%
Grand Total	27.9%	72.1%	18.4%



ENPRO SAFETY VISION
We strive to be the world's safest employees, recognizing that all injuries can be prevented at work and at home.

Health and Safety

Our core value of Safety includes physical safety on our factory floors and the wellness and psychological safety of colleagues. Our leadership and colleagues exemplify this by actively participating in our Enpro Safety Approach, where safety is centered on focusing on four key areas: internal and external behaviors, culture and systems. The approach promotes a culture of psychological safety, eliminating the fear of stopping work activities for safety concerns. Our commitment to safety has resulted in our being the only public company to have been recognized on three separate occasions by EHS Today as “America’s Safest Company.”

SAFETY BEGINS WITH ME: COLLEAGUE ENGAGEMENT

All our manufacturing operations have Safety Action Teams that are led by our colleagues. The Safety Action Teams implement safety programs and ideas for continuous safety improvements, establishing the ownership of safety matters at the facility level.

Our Safety Action Teams also plan and lead Safety Kickoff events that are held at the beginning of each calendar year and are organized to reinforce standards and best practices, and provide information on any new initiatives. Colleagues are also asked to sign an Annual Safety Pledge to reaffirm a personal commitment to proactively improve safety in their workplace.

All Enpro colleagues participate in mandatory safety training upon onboarding, covering a variety of topics that include Enpro’s Approach to Safety. After onboarding, all colleagues continue regular health and safety training sessions conducted on-site and online.



A notable feature of Enpro’s safety culture involves a practice called **“SAFETY MY VOICE”** (SMV), through which colleagues are encouraged to reflect and journal on why safety is important on a personal level, and then share this with their local teams and in Community of Practice discussions. This reinforces a culture of teamwork, ownership and psychological comfort where there is fundamental care for one another’s well-being.

The safety curriculum is customized for each manufacturing location, but generally includes daily startup meetings that incorporate safety information and “toolbox talks,” as well as a variety of compliance topics and best practices.

Enpro has also developed its own behavior-based safety program called Safety First. All colleagues receive this training with the objective of helping each person identify when they are at increased risk and then identify and implement steps to reduce that risk. The Safety First program also includes training on how to effectively give and receive feedback and includes a module on “Safety My Voice.” We have found that when individuals understand why safety is important to them on a personal level, they make safer decisions.

All senior leaders at Enpro receive and attend a supplemental Safety Leadership Training workshop, which includes:

- A Safety 360 survey, through which leaders receive anonymous feedback on their safety leadership and coaching skills, creating an opportunity for development and improvement;
- An explanation of Enpro’s Approach to Safety Culture; and
- Development and sharing of each attendee’s “Safety My Voice.”

Enpro has long-standing Safety Communities of Practice for each of its business segments, including Sealing Technology and Advanced Surface Technologies. The Communities of Practice have membership representation from all our global locations and meet monthly to share safety best practices, establish safety goals and develop sound safety-program guidance. These communities nurture and promote Enpro’s core value of safety and facilitate peer-to-peer information sharing, collaboration and problem solving.

SAFETY PERFORMANCE

Metric	2021	2022	2023	2024
Lost-Time Case Rate	0.57	0.48	0.25	0.30
Total Recordable Injury Rates	1.32	1.57	0.69	0.93
Number of Safety Training Hours	67,574	69,715	97,673	112,680
Fatality Rate	0	0	0	0
Near-Miss Frequency Rate	2.86	3.16	3.81	2.18

SAFETY-RISK IDENTIFICATION AND RISK-REDUCTION PROGRAMS

Enpro has identified top safety risks through predictive and historical data analysis. Combined with a culture of transparency, care, open communication and continuous improvement, we take pride in our risk reduction programs that have lowered the rate of injuries and incidents across the Company.

In 2024, our major manufacturing locations took steps to align with ISO 45001: Occupational Health and Safety Management System, with three locations receiving third-party certification. This system provides a framework for identifying and assessing occupational health and safety risks. In 2025, we plan to further align with ISO 45001, while also applying an AI tool to analyze work tasks and identify improvement ideas and solutions. This tool is focused on reducing ergonomic injuries, which is one of our top safety risks.

Enpro continues to outperform our peers and industry averages in Total Recordable Injury Rates

Based on NAICS 339991 – Sealing & Gasket Manufacturing

Community Giving & Volunteer Programs

Enpro's commitment to community engagement is deeply tied to our core value of Respect. By facilitating community giving and volunteerism, Enpro is not only contributing to the well-being of the communities in which we live and work, but also nurturing a sense of unity and shared purpose within our own workforce and beyond.

ENPRO FOUNDATION

In 2020, we launched the Enpro Foundation to support charitable organizations in the communities in which our colleagues live and work. The Enpro Foundation is a 501(c)(3) partnering with a wide range of organizations that work to enable the full human potential.

ENPRO RELIEF FUND

In 2023, Enpro created the Enpro Relief Fund to support individual colleagues in a unique time of need and to facilitate colleagues' individual contributions in addition to the Company's donation. If faced with sudden medical emergencies, natural disasters or other crises, this fund provides financial support to help colleagues through short-term stresses and enable them to quickly return to a steady state. The fund is modeled from other best-in-class funds of its kind; it is administered by E4E Relief, a subsidiary of the Foundation for the Carolinas, a 501(c)(3) public charity.

Enpro, which is headquartered in Charlotte, North Carolina, has colleagues, communities and neighbors that were directly impacted by Hurricane Helene in Fall 2024. Independent of the Enpro Foundation and Enpro Relief Fund, the Company matched colleague contributions to collect and donate more than \$30,000 in the critical weeks following the hurricane. Donations were made to Operation Airdrop, the North Carolina Disaster Relief Fund, and the Humane Society.

CRITERIA FOR GIVING

In addition to supporting organizations recommended by our colleagues, we also identify and support groups whose missions align with Enpro's business priorities, which involves STEM education and industry awareness. In 2023 and 2024, for example, the Foundation donated to the Tooling and Manufacturing Education Foundation, which shares a mission with Enpro to advance manufacturing technology education and encourage the pursuit of careers in the industry.

The primary criteria for our partners are:

- Connection to the Enpro Foundation vision
- Clear intention for fund allocations
- Significance of the donation compared to the grantee's budget
- Ratio of program-to-expense balance
- Vicinity to an Enpro location or alignment with Enpro's business priorities

In 2023 and 2024, the Enpro Foundation gave to a variety of nonprofit organizations, including:

- Tooling and Manufacturing Education Foundation Chicago | IL
- McDowell Sonoran Conservancy Phoenix | AZ
- The Neighborhood Center of West Volusia Deland | FL

- Inspiredu Atlanta | GA
- Leyden Technology Council Inc. Harwood Heights | IL
- Grow by Design Raleigh | NC
- Breast Cancer Coalition of Rochester Rochester | NY
- Freedom School Partners Inc. Charlotte | NC
- 2 Ears 2 Learn Boise | ID
- Heart Math Tutoring Charlotte | NC
- Idaho Diaper Bank Meridian | ID
- Fostering Kindness Casselberry | FL
- Live Oak Home & School Club Morgan Hill | CA
- New Light Child & Family Institute Millington | MI

Promoting Responsible Business Practices

At Enpro, we firmly embrace good and accountable corporate governance and continuously strive to meet the highest standards. Emanating from our core values — Safety, Excellence and Respect — Enpro conducts its business with the highest level of ethics and integrity. Our values make us more cohesive, collaborative and consistent as a Company, and they set our priorities of business excellence and respect toward each other and all people.

Our board oversees and is highly attentive to all matters related to ethics and business conduct.



Ethics and Compliance

Enpro's Compliance Program has many levels of oversight, which ultimately resides with our Board of Directors. Enpro's Compliance Committee, which is chaired by our Chief Compliance Officer, is charged with maintaining the Compliance Program day-to-day, with oversight by Enpro's General Counsel and CEO.

CODE OF CONDUCT

Enpro's [Code of Business Conduct](#) (the "Code") provides a guide on how to live our values every day in the pursuit of our business strategy and purpose, and it reinforces Enpro's commitment to conducting business in an ethical way, as well as to upholding human rights both at Enpro and throughout our value chain.

The Code reviews important issues such as conflicts of interest, health and safety policies, employee assistance programs, confidentiality, protection and proper use of Company assets, employee and data privacy policies, fair dealing, compliance

Our Policies

HUMAN RIGHTS

At Enpro, we respect the human, cultural and legal rights of all people, and we work to prevent human trafficking, slavery, child labor and unfair work practices. We promote proper working conditions and properly compensate our colleagues, protect the health and well-being of our workers and communities and never procure conflict minerals from facilities in conflict regions unless they are certified as "conflict free." We are committed to reporting suspected or actual human rights violations immediately, whether internal or within our value chain.

with laws (including insider trading laws and international trade laws), the accuracy and reliability of our books and records and whistleblower procedures for reporting illegal or unethical behavior.

The Code applies to our directors and all colleagues, including our principal executive, financial and accounting officers. All salaried colleagues are required to certify compliance with Enpro's Code of Conduct upon onboarding and to recertify annually.

Our regularly scheduled compliance training modules include related topics covered in the Code, such as phishing, anti-corruption and anti-bribery, fraud, insider trading, workplace harassment, trade compliance, generative AI and IT procurement.

Enpro expects all third-party partners to comply with Enpro's Code of Conduct and all applicable laws. Prior to engaging any business partner, a thorough investigation and due diligence is conducted.

We also expect our business partners and suppliers to uphold our commitment to equality and fair treatment, and the Company's enterprise-wide [Supplier Code of Conduct](#) is guided by the principles found in the U.N. Guiding Principles for Business and Human Rights, as discussed further in the Supply Chain section of this report.





BUSINESS ETHICS AND ANTI-CORRUPTION

Enpro has a comprehensive business ethics and anti-corruption policy requiring all Enpro directors, agents, officers and colleagues to comply in all respects with all applicable laws, rules and regulations related to corruption and bribery, including, without limitation, the Foreign Corrupt Practices Act (“FCPA”) and the U.K. Bribery Act (“Bribery Act”). Enpro’s directors, officers and colleagues have an obligation to promptly report any situation that might constitute a violation of Enpro’s Code of Conduct, including any act of bribery or corruption.

WHISTLEBLOWER POLICY AND PROTECTIONS

We encourage our colleagues to speak up if they see an alleged or confirmed violation of our policies. Enpro’s EnTegrity Assistance Line (the “Hotline”) is available 24 hours a day, seven days a week for colleagues to report any concerns, suspicions or any other matters of concern in their local language. The Hotline is staffed by an independent organization that reports concerns to Enpro, and the individuals can report concerns anonymously if desired. Information describing how to report concerns to the Hotline is provided on Enpro’s intranet and is also posted on physical posters at all Enpro locations.

All reports are summarized and reported to the Corporate Compliance Committee, which is chaired by our Chief Compliance Officer and comprises a cross-functional group of senior executives. Investigations are conducted or overseen by Enpro’s Vice President, Internal Audit and Chief Compliance Officer. The legal department, human resources and outside counsel are additional resources for investigation.

All hotline reports are summarized and reported to the Audit and Risk Management Committee of the Board on a quarterly basis, including the nature of the report, the status of investigations, whether any allegations are found to be substantiated and, if so, what measures are being taken to address the matter. Any significant deficiencies regarding internal controls or fraud that involves management or colleagues with significant financial reporting also must be reported to the Audit and Risk Management Committee of the Board.

Enpro has a Zero Tolerance for Retaliation policy designed to protect colleagues who report misconduct or participate in investigations. Under this policy, our colleagues are safeguarded from adverse actions such as termination, demotion or any form of harassment after reporting a complaint or participating in an investigation policy. The policy clearly states that those who retaliate against individuals who have filed a report or participated in an investigation in good faith will be disciplined up to and including termination.

FREEDOM OF ASSOCIATION

Enpro adheres to Freedom of Association and respects our colleagues’ rights to join or form a labor union and to collective bargaining without fear of reprisal, intimidation or harassment. We are committed to engaging in open and constructive communication with union representatives.

Cybersecurity and Data Privacy

Enpro recognizes the critical importance of effectively managing cybersecurity risks to protect our businesses, intellectual property, colleagues and customers and is committed to safeguarding our personnel, data and systems while ensuring its data privacy.

Since the cybersecurity risk landscape is in a constant state of change, we employ a continuous, multi-layered approach to assess and measure the effectiveness of our cybersecurity controls, allowing us to effectively manage organizational risk from emerging threats and vulnerabilities. Our approach includes using select third-party resources, including external cybersecurity consultants, auditors and technologies, along with our internal staff, to benchmark, measure and improve our cybersecurity risk management systems and processes.

Enpro adheres to industry and global standards and best practices, ensuring our compliance with recognized frameworks such as:

- NIST 800-171 security control framework (pursuing CMMC Level 2 certification in 2025)
- ISO 27001 (pursuing certification in 2025)
- CIS Top 20 Security Controls

MANAGEMENT AND OVERSIGHT

Enpro manages cybersecurity risks as part of our broader Enterprise Risk Management framework, which is overseen by the Board's Audit and Risk Management Committee.

Our Chief Information Security Officer ("CISO") and Chief Information Officer ("CIO") lead our cybersecurity efforts. Our CISO leads a cross-functional cybersecurity team, which includes members of our legal department and internal audit function. The CISO and his team are charged with keeping informed of the latest developments in cybersecurity, including the evolving threat landscape, as well as risk management improvement methods, to effectively manage the Company's efforts to prevent, detect, mitigate and remediate cybersecurity incidents.

Enpro's CISO and CIO also serve as members of the Compliance Committee that oversees and maintains the Company's Compliance Program, and provides regular updates to the Compliance Committee on evolving cybersecurity risks and threats.

CYBERSECURITY MEASURES

Enpro implements multiple programs to assess, identify and manage material risks from cybersecurity threats and to protect, detect and respond to cybersecurity incidents, which include the following:

- **Incident Response Plan:** We designed the plan to effectively address cybersecurity incidents while promoting cross-functional coordination across the organization.
- **Tabletop Exercises:** We conduct periodic internal and vendor-led tabletop exercises to assess the effectiveness, relevance, and completeness of the Incident Response Plan.

- **Annual Assessments:** We conduct annual cybersecurity assessments with an objective of identifying and remediating vulnerabilities that present the most significant organizational risks.
- **Insurance:** We maintain our cybersecurity insurance policies and conduct periodic reviews of our policies and coverage levels.

TRAINING

Enpro provides cybersecurity awareness training to each of our colleagues upon hire and annually thereafter, helping ensure they are made aware of current cybersecurity threats and keeping them prepared for future incidents. We also conduct quarterly phishing simulation training exercises for all colleagues.

In addition to trainings, Enpro hosts an annual cybersecurity awareness week focused on providing training classes and presentations on topics relevant to our global users both at home and at work. Training presentations are led by both Enpro Cybersecurity Team Members as well as trusted third parties.

Product Safety and Quality

Enpro's Quality Excellence pledge provides a guidepost for the QCOP's activities:

// I pledge to personally be involved to create a workplace that follows the highest quality standard for both products and services. I dedicate and take ownership for maintaining quality throughout my sphere of influence to bring value to the business, customers, and myself. //

At Enpro, we take a rigorous approach to product quality and safety. Across our operations, our individual site leaders hold the responsibility for maintaining all product safety and quality controls to meet customer requirements and expectations.

Each individual site incorporates quality considerations, targets and goals into its individual business process designs. Quality targets and goals are documented in our Quality Management System (QMS) and are reviewed in periodic management review meetings. The typical metrics tracked in association with product quality at Enpro businesses include on-time deliveries, defect parts per million, cost of non-performance, and scrap rates.

Twenty-five (25) of Enpro's individual manufacturing sites are either ISO9001 or AS9100 certified, representing more than 85% of Enpro's total revenue.

To support our businesses' innovation and maintain continuous improvement on all products safety matters, Enpro established three quality-focused Communities of Practice in recent years to provide a forum for thought partnership and to facilitate an efficient, productive and consistent approach to drive Enpro's core value of Excellence. These Communities of Practice include the Quality Community of Practice (QCOP), established in 2022; the Continuous Improvement Community of Practice (CICOP), established in 2023; and the Customer Service/Customer Experience Community of Practice (CSCOP), established in 2024.



In 2024, Garlock's operations in Mexico achieved ISO17025 certification for its quality testing for gasket materials. The ISO/IEC 17025 is the international standard that outlines the general requirements for the competence, impartiality and consistent operation of laboratories, including requirements for quality management systems specifically tailored for laboratory environments, as well as qualifications and training for personnel.

Supply Chain

Enpro recognizes that our suppliers play a crucial role in our shared commitment to creating a safer and more sustainable future and in delivering on our vision of Empowering Technology with Purpose.

Enpro's Vice President of Supply Chain and its Supply Chain Leadership Council has managerial responsibility for supply chain policies, practices and works with Enpro's businesses to ensure adherence to high standards of environmental and social responsibility.

SUPPLY CHAIN LEADERSHIP COUNCIL

Enpro has developed a Supply Chain Leadership Council that shares best practices, facilitates continuity of supply, manages costs and supports the establishment of key material category teams across the entire enterprise. The Council reports results quarterly.

The Supply Chain organization is focused on strategic upstream and downstream activities including sourcing, supply management, risk identification/mitigation, logistics and margin improvement. We:

- Collaborate across the enterprise, via segment-spanning activities and teams, to achieve collective business goals.
- Build a robust supply chain organization at the business and enterprise levels.
- Source competitively in any economic environment.
- Align on cost changes in various marketplaces.
- Track and sustain ongoing continuous improvement efforts and uniform supplier metrics.
- Balance interdependence with independence.





SUPPLIER CODE OF CONDUCT

Enpro respects and supports internationally recognized human rights, and our enterprise-wide [Supplier Code of Conduct](#) is based on the principles outlined in the U.N. Guiding Principles for Business and Human Rights.

The Supplier Code of Conduct outlines expectations to our suppliers related to responsible business practices. As to Human Rights, in particular, Enpro expects its suppliers to:

- Manage colleagues in a fair and ethical manner and with dignity and respect.
- Abide by international Labor Organization (ILO) standards related to workers' rights.
- Provide a safe and secure workplace that is fully compliant with or exceeds standards for health and safety laws and regulations and promotes the deployment of best practices.
- Ensure that all colleagues are fully trained on health and safety policies and practices and have access to all appropriate Personal Protective Equipment.
- Adhere to all laws and regulations related to working hours, benefits, wages and medical treatment.
- Comply with all child labor laws and exclusively employ workers who meet minimum legal age standards within all appropriate jurisdiction(s).
- Reject the use of involuntary labor, including, but not limited to slave, forced, bonded, indentured or incarcerated labor, as well as human trafficking or exploitation of any kind.
- Refrain from unlawful discrimination and harassment in every form.

Enpro's standard Purchase Order Terms require suppliers to attest to their compliance with all laws, including those that prohibit human rights violations, and require compliance with Enpro's Supplier Code of Conduct as preconditions to doing business with any of Enpro's businesses.

SUPPLY CHAIN RISK MANAGEMENT

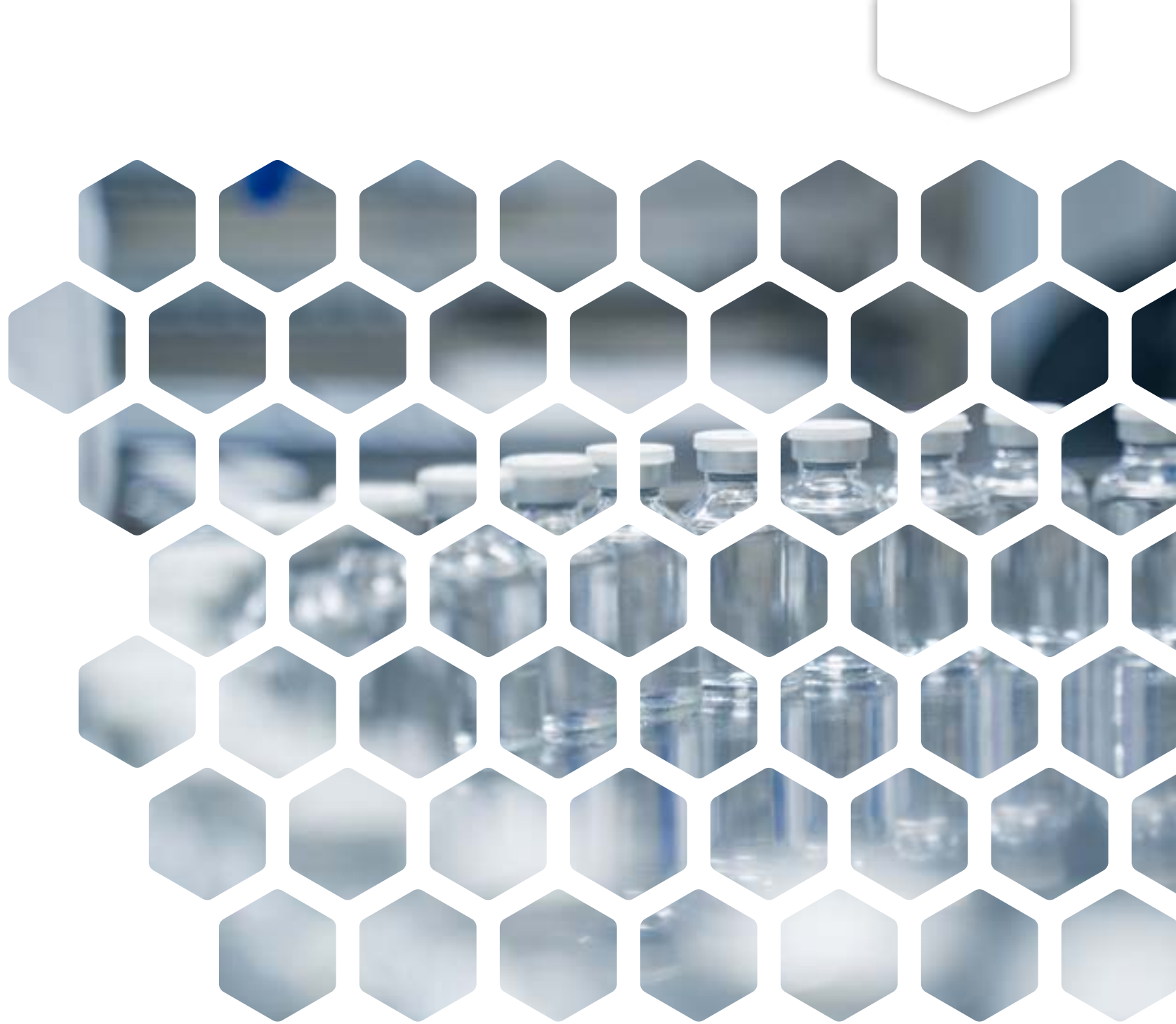
Our Supply Chain Risk Management tool allows tracking and monitoring of sustainability ratings of the top 400 suppliers across our businesses. These ratings summarize a company's environmental, social and governance practices and uses certain metrics to evaluate potential risks and opportunities related to sustainability. The metrics take labor standards, environmental impact, corporate ethics and diversity of backgrounds and perspectives into account thereby allowing Enpro businesses to identify potential concerns related to responsible and sound business practices among the Company's supply base.

RESPONSIBLE MINERALS

We have a robust Conflict Minerals Program and retain a third-party service provider for added support. This third-party provider assists with supply chain reviews for each of the previous ten (10) annual reporting periods. Suppliers are contacted via a SaaS platform that enables users to complete and track supplier communications and allows suppliers to upload completed CMRTs directly to the platform for assessment and management.

Enpro participates in the Smelter Outreach Initiative with the Responsible Minerals Initiative (RMI). The RMI encourages smelters to participate in third-party assessments that validate the companies' management processes for responsible mineral procurement. Enpro's work as part of the RMI seeks to assure that relevant stakeholders, including our Company, that minerals used at 430 global smelters are responsibly sourced.

Appendix



TCFD Index

Governance **a. Board oversight.**

The Board of Directors provides oversight of sustainability-related risks and opportunities through its Nominating and Corporate Governance Committee, which meets at least four times per year. The Board reviews sustainability-related risks and opportunities identified through Enpro's internal Enterprise Risk Management (ERM) process, including annual assessments by key stakeholders throughout the organization that are analyzed by our internal audit group. The Board also receives periodic updates on the Company's progress toward the established greenhouse gas target.

b. Management role.

The Board of Directors appoints members of Enpro's Sustainability Committee, which consists of a cross-functional executive team chaired by Enpro's Director of Environmental and Sustainability. The Sustainability Committee meets quarterly to review sustainability-related risks and opportunities, as well as alignment with the company's business strategy.

The Sustainability Committee also reviews the company's greenhouse gas target to consider potential revisions or refinements at least annually. Any revisions to the company's greenhouse gas target must be reviewed and approved by the company's Executive Committee, including the presidents of each of Enpro's businesses and other key corporate executives.

Strategy **a. Climate-related risks and opportunities.**

- **Policy and Legal Risks:** Our Company may become subject to increased regulations, reporting requirements, standards or expectations regarding the environmental impacts of our business. Enpro is currently in-scope for California's climate disclosure laws (SB 253 and SB 261) and the Security and Exchange Commission's (SEC's) climate-related disclosure rule. Enpro also has certain businesses in the European Union that are in-scope for the Corporate Sustainability Reporting Directive (CSRD), but these businesses will fall out of scope if the proposed changes in the European Commission's Omnibus Simplification Package are finalized.
- **Technology Risks:** Enpro businesses may need to further invest in developing products aligned with a low-carbon economy.
- **Market Risks:** Climate policies and technological advancement may result in changes in consumer demand or market conditions, particularly for high carbon intensity industries.
- **Physical Risks:** Extreme weather or natural disasters could impact our operations.
- **Reputation Risks:** Enpro might face reputational damage or heightened stakeholder scrutiny if it fails to adapt to climate change or is perceived as not taking sufficient action.
- **Supply Chain Opportunities:** Supplier management at Enpro businesses focuses on establishing regional ecosystems with global suppliers closer to the Company's manufacturing facilities and evaluating regional supplier-managed warehousing, can lead to reductions in the carbon footprint across the supply chain.
- **Energy Reduction Opportunities:** With the development of systems to collect more granular electric and gas usage and associated greenhouse gas emissions data from all manufacturing plants in 2025 (including market-based Scope 2 emissions and Scope 3 emission), Enpro businesses will have the opportunity to identify areas for improvement and make strategic decisions for environmental sustainability.

b. Resilience strategy.

Enpro is undertaking a comprehensive assessment of climate-related physical and transitional risks in 2025 to identify and evaluate the potential impacts of climate change on the Company's assets and operations. Enpro is also implementing energy-efficient practices and technologies to reduce greenhouse gas emissions to lower operational costs and improve sustainability.

Risk Management

a. Risk identification and assessment processes.

Enpro’s internal Enterprise Risk Management (ERM) process includes an annual risk assessment for several risk scenarios through its internal audit function, which includes a review of climate-related risks and opportunities. The process includes identifying key stakeholders throughout the organization to complete the comprehensive assessment that our internal audit group subsequently analyzes.

Independent of the ERM process, Enpro completed a double materiality assessment in 2024, including a robust analysis of the sustainability issues relevant to our Company from both a financial and societal impact perspective to ensure our long-term strategy reflects the sustainability impacts, risks and opportunities (IROs) most relevant to our operations and our stakeholders.

b. Risk management processes.

Enpro’s Director of Environmental and Sustainability chairs the Board-appointed, cross-functional Sustainability Committee to review sustainability-related IROs and alignment with business strategies. Enpro’s Director of Environmental and Sustainability reports quarterly to the Board’s Nominating and Corporate Governance Committee, through which environmental, social and sustainability considerations are integrated into the Company’s overall business strategy.

In addition, Enpro’s internal audit function regularly reports results to the Audit and Risk Management Committee of Enpro’s Board of Directors on the Company’s broader risk management framework, including sustainability-related risks such as climate change, regulatory compliance and social impacts. Through the Audit and Risk Management Committee, Enpro’s Board of Directors oversees the identification and management of risks and ensures that such risks are incorporated into the Company’s broader risk management framework.

c. Integration into overall risk management.

The Audit and Risk Management Committee of the Board of Directors is charged with reviewing risk exposures, including potential risks arising from environmental, social and governance matters affecting the Company and its subsidiaries, and the steps that Enpro’s management is taking to identify, assess, monitor, manage and control such exposures. The Committee reviews and considers sustainability-related risks holistically alongside operational, financial, and strategic risks, opportunities, and objectives.

Metrics

a. Climate-related metrics in line with strategy and risk management.

Enpro monitors electricity and natural gas use, Scope 1 emissions, location-based Scope 2 emissions and intensity relative to revenue.

b. Scope 1,2,3, GHG metrics and related risks.

	Scope 1 Emissions	Scope 2 Emissions (location-based)
2022	13,082 metric tons of CO ₂ e	21,541 metric tons of CO ₂ e
2023	11,701 metric tons of CO ₂ e	19,511 metric tons of CO ₂ e
2024	11,394 metric tons of CO ₂ e	19,627 metric tons of CO ₂ e

c. Climate-related targets and performance against targets.

Reduce GHG emissions intensity by 3% per million dollars of revenue per year from a baseline of 2021 in 2023, 2024 and 2025.

SASB Index (Industrial Machinery and Products Standard)

Topic	Metric	Category	Unit of Measure	Code	Response or Location in Report			
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Total energy consumed	Percentage grid electricity	Percentage renewable	
	(2) percentage grid electricity and							
	(3) percentage renewable							
					2022	41,619 GJ (148,829 MWh)	51.6%	-
					2023	37,679 GJ (135,644 MWh)	52.4%	0%
					2024	37,140 GJ (133,704 MWh)	53.0%	0%
Workforce Health & Safety	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	RT-IG-320a.1	Total recordable incident rate (TRIR)	Fatality Rate	Near miss frequency rate (NMFR)	
	(2) fatality rate							
	(3) Near miss frequency rate (NMFR)							
	(a) direct employees							
	(b) contract employees				2023	0.69	0	3.81
					2024	0.93	0	2.18
Fuel Economy and Emissions Use-Phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Litres per 100 tonne-kilometres	RT-IG-410a.1	N/A - Enpro businesses do not manufacture vehicles			
	Sales-weighted fuel efficiency for nonroad equipment	Quantitative	Litres per hour	RT-IG-410a.2	N/A - Enpro businesses do not manufacture nonroad equipment			
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Kilojoules per litre	RT-IG-410a.3	N/A - Enpro businesses do not manufacture stationary generators			
	Sales-weighted emissions of	Quantitative	Grammes per kilojoule	RT-IG-410a.4	N/A - Enpro businesses do not manufacture engines			
(1) nitrogen oxides (NOx)								
(2) particulate matter (PM) for:								
(a) marine diesel engines								
	(b) locomotive diesel engines							
	(c) on-road medium- and heavy-duty engines and							
	(d) other non-road diesel engines							



Topic	Metric	Category	Unit of Measure	Code	Response or Location in Report
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RT-IG-440a.1	See the Supply Chain section of this Report on Page 34.
Remanufacturing Designs and Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation Currency	RT-IG-440b.1	Enpro is not tracking this metric at a corporate level

Activity Metric	Category	Unit of Measure	Code	Response or Location in Report
Number of Units Produced by Product Category	Quantitative	Number	RT-IG-000.A	Enpro does not track the number of units products by product category at the corporate level; approximate annual revenue by market is provided in the Enpro at a Glance section of this Report on Page 6.
Number of Employees	Quantitative	Number	RT-IG-000.B	3,500