

Acting Beyond the *Surface*

2025 SUSTAINABILITY REPORT

Wilsonart®

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2025 Sustainability Report
Disclaimer

This report is dated as of September 30, 2026. The data and information in this Sustainability Report ("Report"), which has been prepared by Wilsonart, are presented for informational purposes only. Except where specifically noted otherwise, the reporting period of the Report covers subject matter and data for Wilsonart entities from January 2024 – December 2025.

Statements in this Report that relate to future events, expectations, and trends may be considered "forward-looking statements" and involve factors that are subject to change and risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are difficult to predict and often are outside of our control. We have attempted to identify forward-looking statements by words such as "may," "could," "plan," "continue," "goal," "commitment," "achieve," "believe," "potential," or other similar terminology. However, such terminology is not the exclusive means of identifying forward-looking statements, and its absence does not mean that a statement is not forward-looking. You should not place undue reliance on forward-looking statements, which are neither historical facts nor assurances of future performance. Instead, they are based only on Wilsonart's current beliefs, expectations, and assumptions regarding the future of its business and anticipated economic changes and trends. Although Wilsonart believes the beliefs, expectations, and assumptions reflected in the forward-looking statements are reasonable, any forward-looking statement speaks only as of the date on which that statement is made. Wilsonart assumes no obligation to update any forward-looking statement to reflect events or circumstances that occur after the date on which the statement is made.

In addition, statistics, metrics, and greenhouse gas ("GHG") emissions calculations presented in this Report may be based on estimates, assumptions or developing standards, and therefore are subject to change as data collection processes, data quality, and calculation methodologies are refined over time. GHG emissions calculations methodologies and data collection practices as a whole are evolving, and there may be different frameworks, methodologies, and tracking tools being implemented by other companies. Wilsonart's approach to estimated GHG emissions calculations and related data collection processes may evolve over time, and Wilsonart could determine, in its discretion, to revisit the GHG emissions calculations methodologies and data collection processes underlying its reported GHG emissions. Wilsonart's GHG emissions calculations are also subject to change in the event of significant or structural changes in Wilsonart (including acquisitions, divestiture, mergers, insourcing or outsourcing).

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Similarly, there can be no assurance that our sustainability-related policies and procedures as described in this Report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability initiatives, policies, and procedures based on cost, timing, or other considerations. Additionally, terms such as "ESG", "sustainability", "green", and "impact" can be subjective in nature, and there is no representation or guarantee that these terms, as used by Wilsonart, will reflect the views, policies, principles, frameworks or preferred practices of any particular investor or other third-party or reflect market trends.

The receipt of any awards by Wilsonart is no assurance that Wilsonart's business objectives, including its sustainability-related objectives, have been achieved or successful.

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



A Message From *Andrew Korzen*

President and Chief Executive Officer, Wilsonart

As Wilsonart celebrates our 70th anniversary, we pause not only to honor where we have been, but to imagine, with conviction and purpose, what we can still become.

For seven decades, we have built a business shaping the spaces where people live, work, and connect. From the very beginning, our choices have been guided by something deeper than business alone: a responsibility to serve our customers and communities, to care for our people, and to respect the planet we all share.

In our early years, it wasn't called "sustainability." But our founder, Ralph Wilson Sr., was already thinking that way. In 1961, his pioneering 5' x 12' laminate press transformed the industry, making it possible to produce two standard kitchen countertops from a single sheet, revolutionizing manufacturing efficiency and reducing material waste. It was a bold idea rooted in ingenuity — and this spirit continues to define who we are today.

Our customers, including the top design and architecture talent in the world, choose Wilsonart for more than the beauty and quality of our surfaces. They choose us because we understand that great design is not only seen; it is lived. It must endure. Our products are built for this reality — engineered to balance design aspiration with resilience. To support transparent decision-making, we share Environmental Product Declarations (EPDs) across our portfolio, providing third-party verified information on product life cycle impacts while our durable surfaces help create spaces that stand the test of time.

For us, sustainability goes well beyond the surface. It is fundamental to our business. It shapes how we innovate, how we operate, and how we drive value. As the built environment continues to change, sustainability enables us to deliver products that are not only high-performing but also aligned with the needs of a more resource-conscious future. We see ourselves as partners with our customers, collaborating to reduce carbon impacts.

Since our last report, Wilsonart has made meaningful progress in strengthening environmental performance and transparency. In 2025, we began evaluating certain global Scope 3 (S3) greenhouse gas (GHG) emissions, building on the history of S3 tracking in individual business units and expanding our understanding of impacts across the value chain. We also worked with an independent third-party assurance provider to obtain limited assurance over our Scope 1 (S1) and Scope 2 (S2) emissions data, enhancing confidence in its accuracy and reliability.

Within our manufacturing operations, we are advancing initiatives to reduce water consumption and minimize waste across our facilities, focusing on efficiency and responsible resource management. We continually refine the Wilsonart Operating System, our internal process to optimize lean manufacturing. We are also working to increase post-consumer recycled content (PCRC) in our High Pressure Laminate (HPL) products. Today U.S. Wilsonart HPL contains 26% PCRC, and we have a road map in place to reach 40% PCRC by the end of 2027. Together, these efforts help increase the circularity of our materials while we create products that are practical, beautiful, and live up to life.



In addition to EPDs, many of our products carry Declare labels and indoor air quality (IAQ) certifications, which help our customers make informed decisions about the materials they specify. These certifications not only demonstrate product integrity but also reinforce our role as a collaborator in creating more sustainable built environments. To further support our customers in accessing the information they need, Wilsonart launched a partnership with Ecomedes, a sustainability documentation portal, in July 2025. The portal provides instant access to third-party documentation, including Declare labels, EPDs, Health Product Declarations, and compliance data supporting green building standards.

But sustainability extends beyond products and certifications. It also includes building resilient communities and supporting people when they need it most. Our continued focus on safety improvements, driven by a newly implemented hazard identification program, resulted in a decrease in recordable incidents in our facilities. And our commitment to our communities was especially evident in the wake of Hurricane Helene in September 2024, when the actions of our employees exemplified resilience and community. Plus, as rebuilding began, our Fletcher, North Carolina, team proved to be a testament to Wilsonart's people and culture: In the face of adversity, we come back stronger. Readers will learn exactly what this means in the Social Impact section of this report.

Now, as we celebrate 70 years of achievement, we are firmly focused on what lies ahead. Sustainability is a continuous effort, and across our manufacturing facilities, every employee has a role in improving our products and their environmental impact. This work also extends beyond the manufacturing floor, as we integrate sustainability across our business, from operations to finance to marketing, strengthening how we innovate and grow.

We are grateful to our customers, partners, and employees for being part of our business. We can't wait to see what we will build together next.

Thank you,
Andrew Korzen
President and CEO





About *Wilsonart*

Founded in Temple, Texas, in 1956, Wilsonart has grown into a world-leading engineered surfaces company and a family of brands with an even deeper heritage of materials innovation — including Resopal, whose roots in Germany date to 1867, and Bushboard, which has been developing surfaces in the U.K. since 1935. Our surfaces are the backgrounds of life — the spaces, walls, and worktops where life unfolds. Whether in high-traffic or everyday spaces, our materials are crafted to live up to it all. For 70 years under the Wilsonart name, we've helped architects, designers, and fabricators turn ideas into reality through surfaces that perform, service that delivers, and people who care.

Our global headquarters is in Austin, Texas, USA, while our North American headquarters is located approximately 70 miles north in Temple, Texas. We also operate a major manufacturing and distribution facility in Fletcher, North Carolina. Additionally, we have extensive operations throughout the Americas and Europe.

Wilsonart manufactures and distributes High Pressure Laminate (HPL), Coordinated Thermally Fused Laminate and Edgeband, Adhesives, Compact Laminate (CHPL), Composite Countertops, Quartz, Solid Surface, Epoxy, Waterproof Wall Panels, and other decorative engineered surfaces for use in the office, healthcare, retail, education, hospitality, and residential markets. Operating under Wilsonart, the Arborite, Bushboard, Durcon, KML, Laminart, Mermaid, Polyrey, Ralph Wilson, Resopal, Shore, Technistone, Thinscape, and Wetwall brands continuously redefine decorative surfaces through award-winning design, performance, service, and sustainability.

Wilsonart®, Arborite®, Bushboard®, Chemsurf® Durcon®, KML®, Laminart®, Mermaid™, Polyrey®, Ralph Wilson®, Resopal®, Shore®, Solicor®, Technistone®, Thinscape®, Traceless™, Wetwall™, Zenith®, and their respective logos are trademarks or registered trademarks of Wilsonart LLC.

To learn more about our brands, please visit our website.

Our Mission

Delivering our customers' vision through surfaces you love, with service you can count on, by people who care.

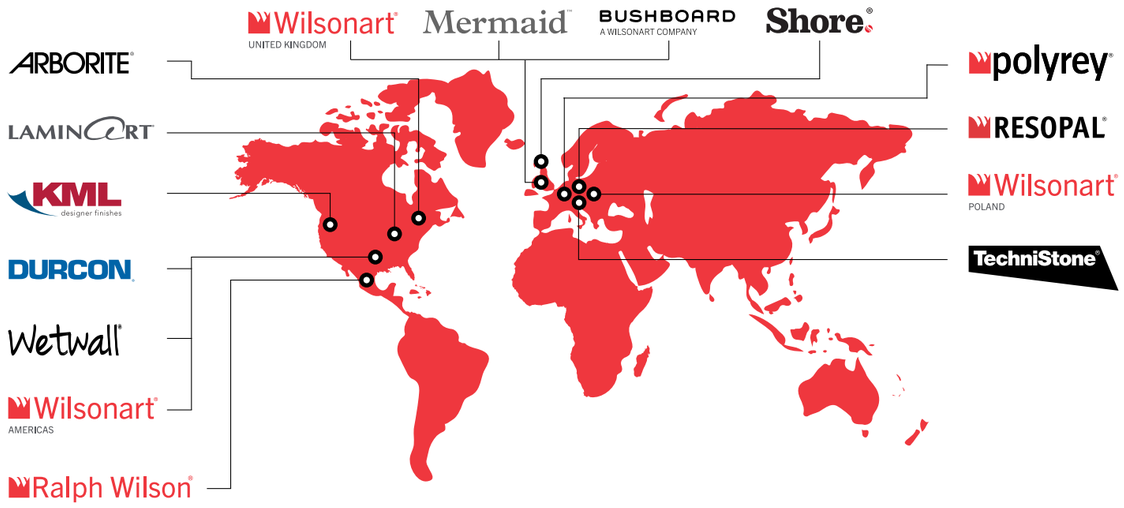
Our Vision

Inspired by nature and drawing inspiration from around the globe, Wilsonart continuously redefines decorative surfaces globally through improved performance, award-winning designs, world-class distribution, sustainability, and service with excellence.

Our Markets

Office · Healthcare · Retail · Education · Hospitality · Residential

Wilsonart®
ENGINEERED SURFACES

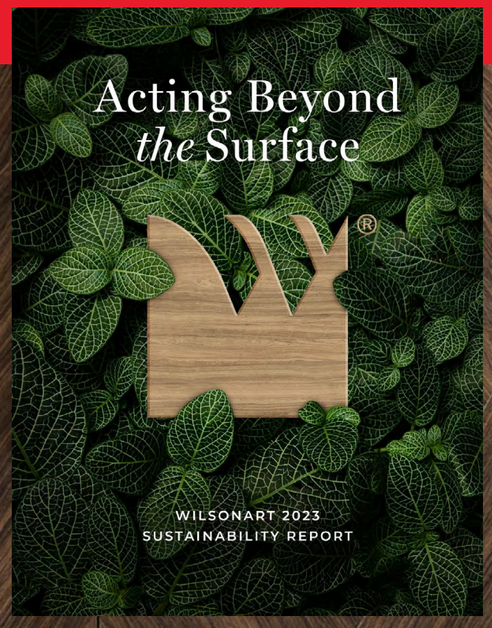


Awards and Recognitions *2024-25*

2025 Sustainability

2025: The Green GOOD DESIGN™

The Green GOOD DESIGN™ Sustainability Award honors global products, services, ideas, and concepts that are designed to create a more sustainable and healthier future. Wilsonart's 2023 ESG report was selected as a winner.



2024–25 Product and Design Innovation Awards

2024: The annual Architizer A+ Awards

The annual Architizer A+ Awards is the largest awards program dedicated to promoting and celebrating architecture and spaces. The awards recognized the Wilsonart LUJO Collection with a special mention in the "Wall & Wall Coverings" category.

2024: Architectural MasterPrize

Architectural MasterPrize, which celebrates the best in international architecture and design, granted the Wilsonart Woodgrains PB Series an Honorable Mention in Bathroom Products.

2025: The Wilsonart Woodgrains PB Series

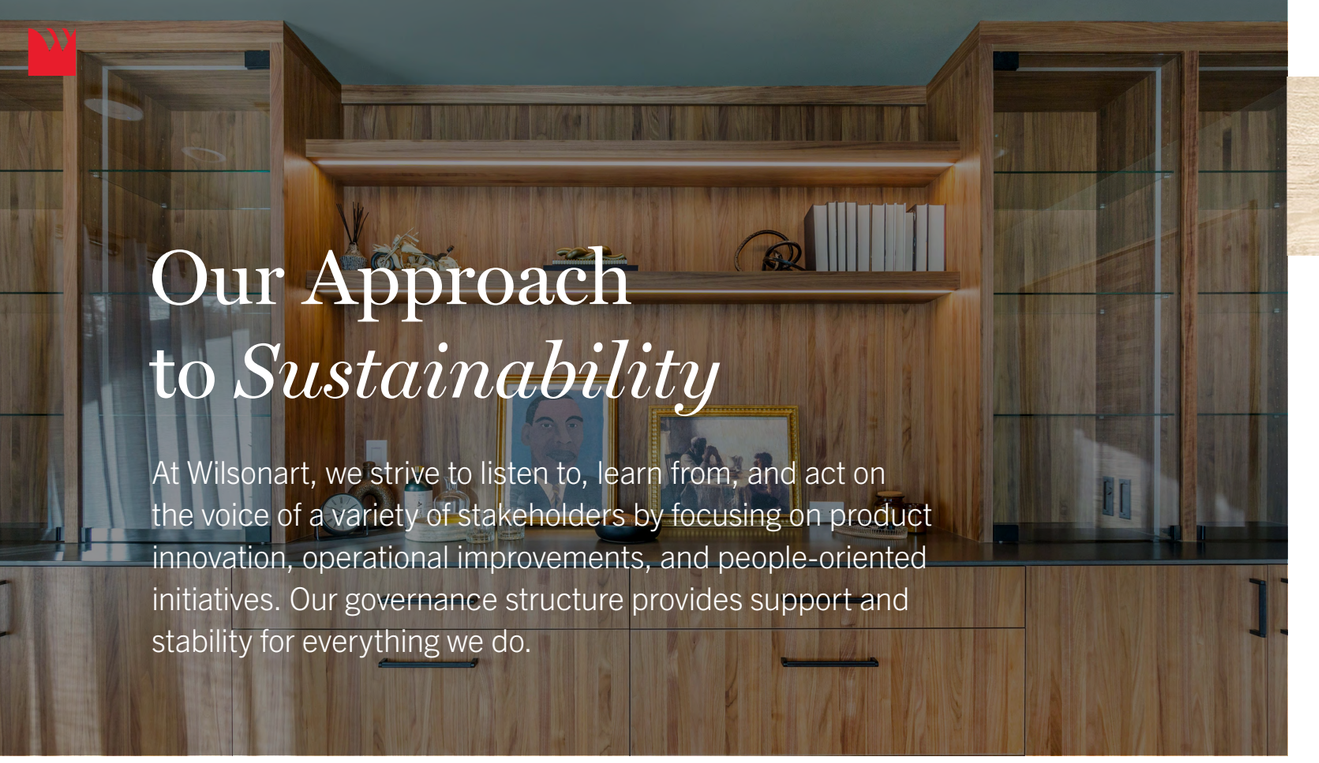
The Wilsonart Woodgrains PB Series was named a winner in the BUILDINGS' Product Innovation Awards, recognizing innovation in commercial building products. The program highlights manufacturers who demonstrate outstanding functionality, aesthetic value, sustainability, and more.

2025: The annual Architizer A+ Awards

The annual Architizer A+ Awards selected Wilsonart Woodgrains as a finalist in the "Wall & Wall Coverings" category.

2025 Home Renovation Awards

Good Housekeeping's 2025 Home Renovation Awards named Thinscape in the "Kitchen All-Stars" category. The publication names its winners after thousands of hours of product evaluation for performance, safety, and sustainability.



Our Approach to *Sustainability*

At Wilsonart, we strive to listen to, learn from, and act on the voice of a variety of stakeholders by focusing on product innovation, operational improvements, and people-oriented initiatives. Our governance structure provides support and stability for everything we do.

Engaging Our Stakeholders

To make a lasting difference for our employees, communities, and the environment, Wilsonart cannot act alone. We listen to and learn from a variety of stakeholders.

EMPLOYEES
Employees make our business, including our sustainability and social initiatives, possible. We empower them to learn, get involved, and keep their eyes open for opportunities to improve our impact.

INVESTORS
Shareholders value transparency on our sustainability initiatives and outcomes; we incorporate their perspectives as we continue to develop our strategies, set goals, and act on them.

SUPPLIERS
We aim to execute best practices and conduct supply chain assessments to reduce environmental impact. We prioritize suppliers that meet our standards for worker health and safety.

CUSTOMERS
We deliver customer solutions with surfaces inspired by the natural world. Our surfaces are built to live up to life, reflecting our commitment to responsible products designed to reduce environmental impacts. We know that our customers want sustainable solutions, and we provide options that fit any space and any budget.

COMMUNITIES
Through volunteerism, financial and in-kind donations, and ongoing partnerships with nonprofits, we seek to take action to meet deeper needs.

About This *Report*

Wilsonart publishes a biennial sustainability report on our company's environmental and social impact. Our 2025 Sustainability Report, our fourth such report, presents performance and quantitative data for calendar years 2024 and 2025, unless otherwise noted.

Our mission, vision, and approach to sustainability apply across Wilsonart locations and brands; site- or brand-specific programs are identified in the narrative.

The report was developed with reference to Global Reporting Initiative (GRI) standards and, as finalized in September 2026, reviewed in light of newly applicable EU requirements and guidance on environmental claims. Environmental and social impact data appear in the Data Appendix.

2024-25 Double Materiality *Assessment*

In 2024 and 2025, Wilsonart worked with a third-party consultant to expand on our 2021 materiality assessment and complete a Double Materiality Assessment (DMA) of our global operations. As part of this process, we solicited input from Wilsonart employees, management, clients and customers, supply partners, contractors, investors, and regulatory officials.

The DMA now serves as our data-driven foundation for sustainability strategy development and long-term business resilience. While Wilsonart is not required to report to the Corporate Sustainability Reporting Directive at this time, the DMA was conducted in alignment with the European Sustainability Reporting Standards* (ESRS) in place at the time.

Through the DMA, Wilsonart determined seven critical material topics: climate change, resource use and circular economy, water consumption, biodiversity, pollution, our workforce, and consumers and end users. This work expanded upon the 2021 materiality assessment, which aligned with the GRI Materiality Principle and identified six similar material issues. We are actively addressing the long-standing topics, and in this report, readers will learn about our latest progress.

Regarding new material issues, such as biodiversity, we are learning more about our impact to inform a future mitigation strategy. As we advance this effort, we build from a strong foundation: Wilsonart was the first North American laminate manufacturer to receive a Forest Stewardship Council (FSC) Chain-of-Custody certification, supporting responsible forest management and reducing risks to forest ecosystems and biodiversity. We work to extend responsible sourcing practices across our global family of brands.

Wilsonart Seven Critical Material Topics:



*In 2026, the ESRS was updated, and our outputs may differ.

Environmental *Impact*

Sustainability is a foundational pillar of the architecture and design community — and a core focus of Wilsonart's operations. We track and monitor our emissions, energy consumption, and water usage, and use the data to develop long-term strategies to reduce our environmental footprint.

Across our product portfolio, we are advancing circular strategies in both materials and manufacturing. This includes increasing PCRC in HPL, reducing water usage, and converting operational waste into process energy. We address these initiatives through continuous improvement in our manufacturing process as we engage every team member in finding ways to optimize operations.

Wilsonart communicates these efforts and more through transparent, third-party certifications for our products, enabling customers to make informed, sustainability-driven decisions.

Environmental Highlights

50K

Durcon implemented an A/C Condensation Recycling Program, saving approximately 50,000 gallons of water annually.

36%

Post-consumer recycled content (PCRC) of Wilsonart's highest-volume HPL in North America, Type 335 HPL. (Average of 26% PCRC across all NA HPL.)

Wilsonart began tracking certain global Scope 3 (S3) emissions for regulatory readiness and establishing a baseline for potential emissions reduction.

5% Polyrey and Resopal achieved EcoVadis Gold, representing the top 5% of companies assessed by EcoVadis

3 Three Wilsonart products achieved U.S. Department of Agriculture BioPreferred certification, noting at least 55% biobased content: HPL (70%), Compact Laminate (71%), and Thinscape (65%).

35% Durcon Poland earned EcoVadis Bronze, representing the top 35% of global companies assessed by EcoVadis.

Wilsonart advanced initiatives to reduce water consumption at our manufacturing facilities in the U.S., France, and Germany.

Wilsonart partnered with Ecomedes, a leading sustainability documentation platform, to help architects and designers quickly access and evaluate product information.

Wilsonart matched U.S.-purchased electricity with renewable energy certificates (RECs), a market-based accounting mechanism under the GHG Protocol Scope 2 market-based method.

Wilsonart achieved limited assurance on S1 and S2 emissions dataset for 2024 and began the assurance process for the 2025 dataset.

Emissions, Energy, and *Resources*

Addressing GHG Emissions

At Wilsonart, reducing our carbon emissions is not just a strategic choice — it is a responsibility we carry as stewards of our business, our communities, and the environment. To support this effort, we have measured S1 and S2 emissions annually since 2022, and we continually refine our process for collecting and tracking this data. As a result, we are gaining a stronger understanding of our emissions. Further, we obtained limited assurance from SCS Global Services over our 2024 Scope 1 and Scope 2 emissions data, supporting confidence in the reported information.

With this solid foundation in place, we launched an internal carbon reduction plan for our operations. The key components of this plan include projects to increase energy efficiency, streamline internal processes, and integrate lower-carbon energy strategies across our business.

In 2025, Wilsonart completed an analysis of certain global Scope 3 (S3) GHG emissions from 2024 data and began formalizing data tracking, monitoring both upstream and downstream emission sources. We continue to use our understanding of S1 and S2 emissions to improve data quality and help us define a future goal for reducing S3 emissions.

GLOBAL SCOPE 1 AND 2 GHG EMISSIONS (mtCO2e)

	CY 2024	CY 2025
SCOPE 1 EMISSIONS	108,195	107,708
SCOPE 2 EMISSIONS (LOCATION-BASED)	45,774	45,370
SCOPE 2 EMISSIONS (MARKET-BASED)	14,501	13,286
BIOGENIC EMISSIONS	45,217	42,097

GLOBAL SCOPE 3 GHG EMISSIONS (mtCO2e)

SCOPE 3 EMISSIONS CATEGORY	CY 2025
1 — Purchased Goods and Services	435,345
2 — Capital Goods	23,903
3 — Fuel and Energy-Related Activities	30,470
4 — Upstream Transportation and Distribution	43,635
5 — Waste Generated in Operations	30,989
6 — Business Travel	846
7 — Employee Commuting	6,555
8 — Upstream Leased Assets	476
9 — Downstream Transportation and Distribution	48,078
12 — End-of-Life Treatment of Sold Products	105,483
Total Calculated Scope 3 Emissions	**725,781**

2025 is the first year Wilsonart is presenting the Scope 3 category-level inventory shown above. Prior-year Scope 3 estimates were partial and are not presented here for comparability.



Renewable Energy

Renewable energy is vital for mitigating climate change, reducing air pollution, and securing long-term economic stability. In 2015, Wilsonart's Fletcher facility started generating power from a rooftop solar array and a solar panel field, which were designed to supply a substantial amount of power. As of 2023, this renewable energy infrastructure generated approximately 1,000 megawatt hours of electricity, the amount needed to power 90–100 homes annually.

In 2024, Hurricane Helene caused severe flooding in the solar panel field, disabling the facility's solar production by ~60–70%. In 2025, the Fletcher site generated 370,133 kilowatt hours of solar power exclusively from the rooftop array, which was not damaged. Local crews worked to rebuild the solar field, and it was restored to its full capacity in 2026.

In the U.S., Wilsonart purchased RECs to address the market-based accounting of S2 emissions from purchased electricity. In 2025, Wilsonart matched 100% of U.S. purchased electricity consumption with RECs, as outlined under the GHG Protocol Scope 2 market-based accounting method. We purchased bundled Green-e® RECs in Texas, accounting for approximately 35% of the electricity consumption of our Texas locations. We acquired additional unbundled RECs to match the remainder of our electricity usage in the United States.

Wilsonart's Resopal facility in Germany reduced energy consumption by 10% through a boiler retrofit project, which also played a significant role in decreasing the facility's carbon emissions. As of 2024, the location reduced S1 emissions by 15% compared to a 2019 baseline.

Our Polyrey facility in France achieved success through a similar boiler retrofit project and the expansion of the site's heat reuse system. As of 2024, Polyrey reduced S1 emissions by 20% compared to a 2019 baseline, and in 2025, decreased energy consumption by 10% compared to 2019.



Reducing Water Use in *Operations*

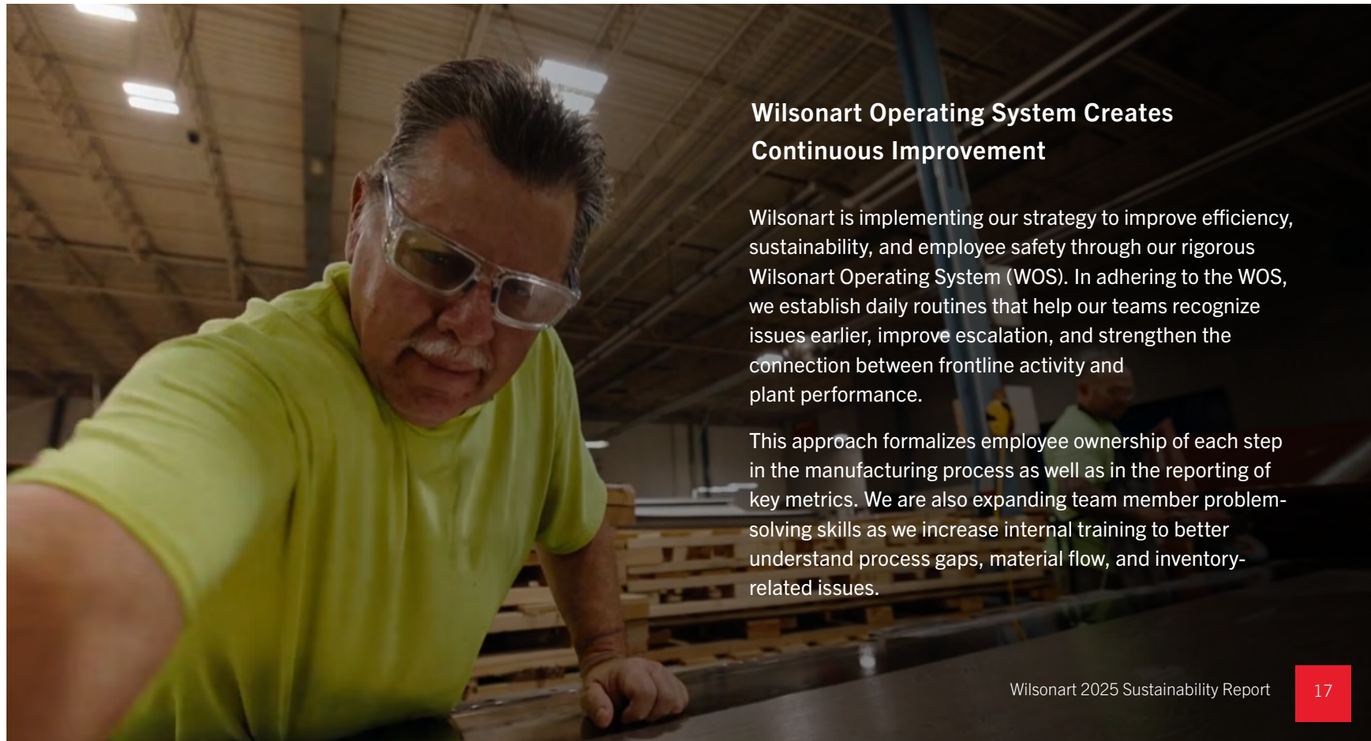
Lowering water consumption is essential to protect shared natural resources and improve operational efficiency at Wilsonart. By reusing water within our processes, we reduce reliance on local sources. In the process, we also decrease costs, reduce risk, and support more sustainable manufacturing across our operations. These efforts reflect our broader commitment to responsible resource management — one that recognizes water as both a finite resource and a vital input to our business — and help support sustainable operations into the future.

At Durcon, a Wilsonart company with its facility in Taylor, Texas, the engineering team implemented an A/C Condensation Recycling Program that reduces water consumption and uses nonmunicipal water. In the Durcon system, condensation water from the facility air conditioning system replaces water lost to evaporation in a closed-loop system for production machinery usage. The A/C water is collected from the chiller, then filtered and held in storage tanks. From the tanks, it is incorporated into the loop system supplying water used by production, fabrication, and finishing machinery. As a result, the Taylor site does not use any new water from municipal sources — saving 50,000 gallons per year. Plus, the process eliminates water waste.

At Wilsonart's Solid Surface plant in Temple, the team utilizes a closed loop water filtration system. Through this system, after water is used for the wet sanding process, the solid particles are filtered out, and the water is recirculated back into the wet sander. Not only does the system reduce the amount of fresh water used in the process, but it also limits the amount of particulate matter released into the air. As a result, the system lowers the amount of dust that can spread into the machinery, which means fewer replacements of parts and less resource consumption.

In Germany, Resopal is reducing water outflow through continuous modernization and infrastructure upgrades. As a result of several water projects in recent years, Resopal has decreased its annual water flow to the municipal sewage system by over 70%, from 100,000 m^3 to approximately 28,000 m^3. The team accomplished this through more stringent monitoring and new systems for water and condensation recovery and reuse during the manufacturing process.

Our Polyrey facility in France continues to benefit from the facility's 2024 cooling system redesign. Through this project, the site reduced its water draw from La Sarsonne, a nearby river, by approximately 98% — and stopped returning warm water to the river.



Wilsonart Operating System Creates Continuous Improvement

Wilsonart is implementing our strategy to improve efficiency, sustainability, and employee safety through our rigorous Wilsonart Operating System (WOS). In adhering to the WOS, we establish daily routines that help our teams recognize issues earlier, improve escalation, and strengthen the connection between frontline activity and plant performance.

This approach formalizes employee ownership of each step in the manufacturing process as well as in the reporting of key metrics. We are also expanding team member problem-solving skills as we increase internal training to better understand process gaps, material flow, and inventory-related issues.

Scaling Circularity in *Materials and Manufacturing*



We are rethinking how we use materials at Wilsonart as we turn waste into value and keep resources in use for as long as possible. Not only does this approach support a more sustainable future, but it also drives innovation, strengthens resilience, and helps us deliver products that are both high-performing and responsibly made.

In 2022, we announced our goal to incorporate 40% PCRC into our HPL products by the end of 2027. It was an ambitious industry goal — and it continues to be today. We have achieved steady progress toward this goal. From 2023 to 2025, we increased the PCRC of our HPL from 23% to 26%.

We are working to reach 40% PCRC in our U.S. HPL by the end of 2027 through expanding our network of paper suppliers. As of 2026, we have incorporated 36% PCRC into Wilsonart Type 335, our bestselling HPL product, and we are increasing the recycled paper in other top sellers. As we bring new vendors of recycled content into our supply chain, we develop the path forward to achieve 40% PCRC in 2027.

Our operations teams are also applying waste-to-energy strategies to Wilsonart manufacturing. To create the smooth finish that our customers expect in Wilsonart's laminate products, we sand the back of the laminate in the production process. This creates a high volume of sawdust, or sander dust. At our Fletcher facility, the operations team has been burning the waste sander dust to create process heat for several years. The facility has reduced waste to landfill by more than one third due to the circular sawdust process. The work proved to be a success, and in 2025, we launched a similar process at our Temple facility.

Wilsonart's Solid Surface manufacturing site is applying a sustainability mindset across its operations through numerous projects. The team is working with suppliers to collect and reuse delivery packaging, such as large super bags and skids, to keep these items out of the landfill and reduce purchasing expenses.

The manufacturing team in Temple also developed a reclamation system for vapor methyl methacrylate (MMA), converting vapor back into reusable liquid material. The liquid is collected in 55-gallon barrels, and once full, the barrels are set aside for four weeks so contaminants sink to the bottom. After four weeks, the top two-thirds of each barrel is collected and reused in future batches. This process has resulted in the reclamation of 740 gallons of MMA annually, reducing waste disposal costs by over $88,600, and diverting nearly 6,000 pounds from hazardous waste streams.

Operations Incentive Program



In 2025, Wilsonart launched an Operations Incentive Program, a performance-based bonus initiative for manufacturing employees designed to promote a reduction in conversion costs while enhancing operational efficiency and waste reduction. The program applies to team members at our HPL manufacturing sites in Fletcher and Temple and empowers operators at all levels to identify opportunities for process improvements.

As part of this program, employees are financially incentivized to decrease scrap and material waste, which are key drivers of conversion costs. The program also encourages shared accountability by fostering a culture in which frontline workers actively contribute to continuous improvement efforts.

Wilsonart Product *Transparency*

Wilsonart has long understood — and our 2024-25 DMA confirmed — that our customers value sustainability in our products. And they want to know about it. To communicate our efforts toward greater sustainability, Wilsonart achieves numerous third-party certifications to verify and transparently share the environmental and social attributes of our products.

Environmental Product Declarations

EPDs are the keystone of our sustainability communications, as they detail the life cycle impact of Wilsonart products. In the voluntary process of developing EPDs, we study and measure the impact of every production step from material sourcing to product disposal. We also verify the data with SCS Global Services, a leading verifier, certifier and assurer for sustainability standards and third-party certification. Further, we continually expand the number of EPDs available for Wilsonart products and publicly share product EPDs on our website.

Wilsonart provides EPDs for the following products:

WILSONART U.S.
- Chemsurf Laminate
- Compact Laminate and Solicor Compact
- Fire-Rated Laminate
- High Wear Laminate
- Markerboard
- Solicor Laminate
- Traceless
- Thinscape
- Wilsonart HD & Premium HPL
- Wilsonart HPL Standard

WILSONART U.K.
- Wilsonart Laminated Worktop

RESOPAL
- HPL
- Compact

POLYREY
- HPL
- Compact
- BB HPL Chipboard
- Worktop Chipboard
- MFC Chipboard
- Spa Styling

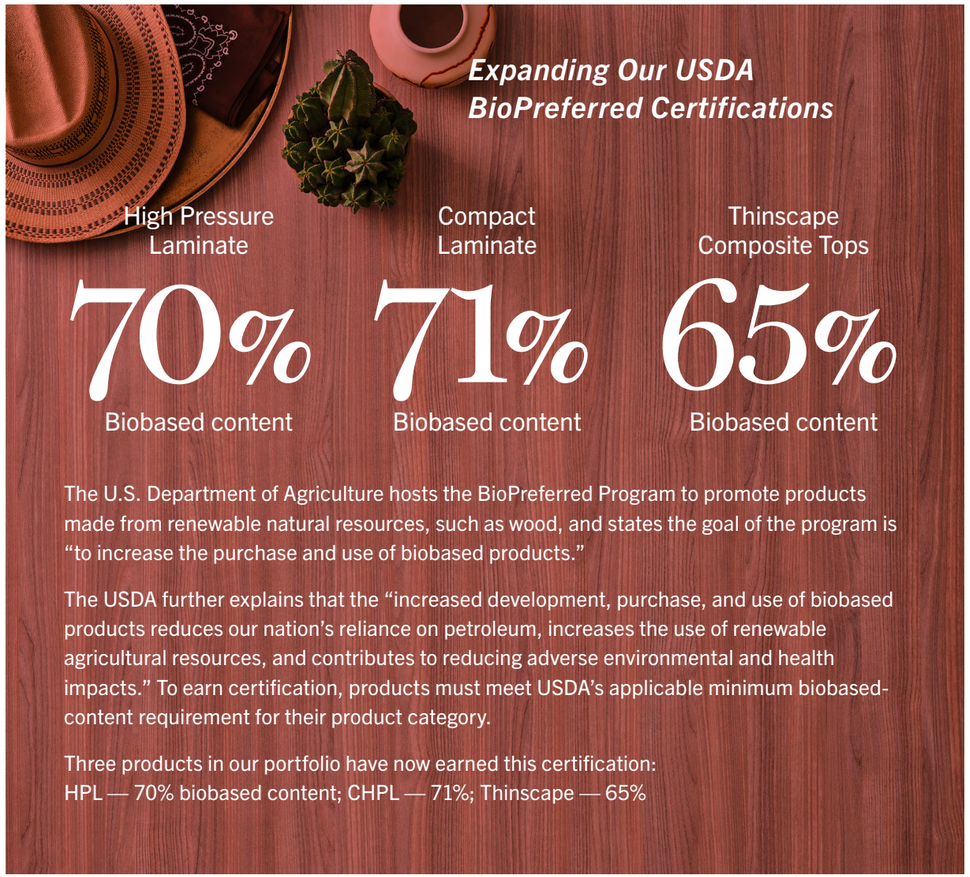
Continuing Our Commitment to Declare

For professionals in the construction and design industries, a Declare label is like a nutrition label for products. Just as a nutrition label details the ingredients in a package of food, a Declare label details the components that go into a product. The Declare label program is administered by the International Living Future Institute (ILFI), which also offers an online database to search for products that meet the foremost green building standards, including the Living Building Challenge, Core Green Building, Leadership in Energy and Environmental Design (LEED), and WELL Certifications.

In 2022, Wilsonart was the first company to receive a Declare label in the laminate category.

As part of the Declare process, several Wilsonart products have also been confirmed to be Living Building Challenge Red List Approved. This means Wilsonart has disclosed at least 99% of the ingredients in the products and meets the requirements for Red List Approved status. Wilsonart products that have achieved Red List Approved status include HPL, CHPL, Solicor Laminate, Solicor Compact, Traceless, and Thinscape.

Additionally, our Quartz and Solid Surface products carry Red List Free Declare labels, meaning we have disclosed 100% of the ingredients in the products and they do not contain any Red List ingredients.



The U.S. Department of Agriculture hosts the BioPreferred Program to promote products made from renewable natural resources, such as wood, and states the goal of the program is "to increase the purchase and use of biobased products."

The USDA further explains that the "increased development, purchase, and use of biobased products reduces our nation's reliance on petroleum, increases the use of renewable agricultural resources, and contributes to reducing adverse environmental and health impacts." To earn certification, products must meet USDA's applicable minimum biobased-content requirement for their product category.

Three products in our portfolio have now earned this certification:
HPL — 70% biobased content; CHPL — 71%; Thinscape — 65%

Wilsonart Product *Transparency*

In sourcing for numerous Wilsonart products, we have long procured wood-based materials through FSC Chain-of-Custody certified sources. The Chain-of-Custody program provides additional confidence that eligible FSC materials are tracked through the supply chain and separated from ineligible or unacceptable sources. FSC's broader standards support responsible forestry, including attention to biodiversity, workers, and surrounding communities.

ISO Certifications at Wilsonart

Wilsonart maintains certifications from the International Organization for Standardization (ISO) across the business for the following categories:

ISO 9001
Quality Management

ISO 14001
Environmental Management Systems

ISO 45001
Occupational Health and Safety Management Systems

Supporting Healthy Indoor Environments



For many years, we have confirmed SCS Indoor Advantage Gold and UL GREENGUARD® Gold certifications for our products. These certifications verify that building materials and furnishings meet stringent chemical emissions criteria, supporting lower-emitting indoor environments.

SCS Indoor Advantage Gold certification verifies that products contribute to low volatile organic compound (VOC) emissions under transparent IAQ standards. This program is recognized by leading authorities, such as the U.S. Environmental Protection Agency, and aligns with sustainable building frameworks such as LEED, Building Research Establishment Environmental Assessment Methodology (BREEAM), WELL, and the Living Building Challenge.

GREENGUARD Gold Certification provides rigorous, science-based assurance that products meet globally recognized third-party emissions criteria, helping to minimize indoor air pollutants and reduce occupants' exposure to harmful chemicals.

Together, these certifications confirm that materials meet recognized low-emitting standards that support better indoor air quality.

Wilsonart + Ecomedes: Advancing Transparency in *Sustainable Specification*

In July 2025, Wilsonart launched a sustainability documentation portal in partnership with Ecomedes, a leading platform that helps architects and designers quickly evaluate sustainable building products. The portal provides instant access to third-party documentation, including Declare labels, EPDs, Health Product Declarations, and compliance data supporting green building standards. By bringing this information together in a single digital resource, we are making it easier for project teams to identify compliant materials and evaluate sustainability attributes.

Since its debut, the Wilsonart Ecomedes portal has hosted thousands of user interactions across the architecture and design community, enabling specifiers to review products, download sustainability documentation, and evaluate materials within real project workflows. As a result of this partnership, we are simplifying access to transparent product data and helping our customers make decisions based on sustainability and responsible material selection.



> "Our customers want transparency that goes beyond the surface. And Wilsonart delivers. By partnering with Ecomedes, we're making sure designers can quickly and easily find the Wilsonart product information that they need and value for their work."

Kate Grossman
Vice President,
Marketing and Design

Confirming and Communicating *Sustainability in Europe*

EcoVadis Gold

Wilsonart's commitment to transparency and sustainability extends to its brands in Europe, including Polyrey and Resopal, both of which pursue EcoVadis ratings. EcoVadis is a leading global business sustainability rating service. In following its purpose "to guide all companies toward a sustainable world," EcoVadis has evaluated hundreds of thousands of businesses.

Polyrey and Resopal both achieved EcoVadis Gold in 2025, placing them among the top 5% of companies assessed by EcoVadis worldwide across all industries in the prior 12 months. Across the categories, EcoVadis gave Polyrey the highest marks in Labor & Human Rights and the environment. Durcon Poland earned EcoVadis Bronze, placing it among the top 35% of companies assessed on the same basis.

Additional Certifications for European Products

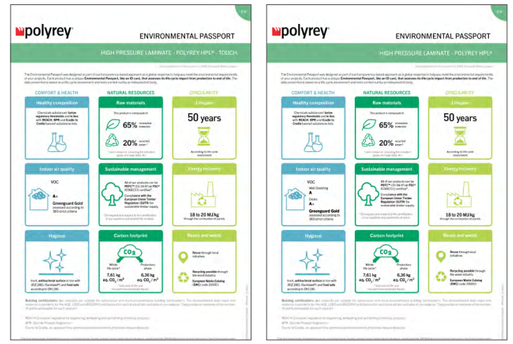
Wilsonart locations in Europe operate under Programme for the Endorsement of Forest Certification (PEFC) Chain-of-Custody certification, confirming traceability of eligible certified materials through the supply chain. Wilsonart U.K. products also carry an FSC certification, confirming that materials come from a mix of FSC-certified forests, recycled materials, and/or FSC-controlled wood. FSC-controlled wood is not FSC certified, but FSC confirms it comes from an acceptable source.

In the U.K., our worktop products received FIRA Gold Certification, an achievement recognized in the furniture industry for compliance with relevant legislation and the highest standards in product and material quality.

Wilsonart's Polyrey brand in France and our Resopal brand in Germany provide environmental building data sheets for a variety of products to help designers and builders meet environmental building certification standards. These standards include the leading certifications in sustainability for the built environment:

- Leadership in Energy and Environmental Design (LEED)
- Building Research Establishment Environmental Assessment Methodology
- The German Sustainable Building Council
- The Haute Qualité Environnementale in France

THE ENVIRONMENTAL PASSPORT IN EUROPE



Our Polyrey and Resopal brands continue to promote their product sustainability through a voluntary and unique documentation called the Environmental Passport. The brands launched the passport to help customers understand the sustainability attributes beyond the surface of our products, which assist them in securing green building certifications such as LEED. The passport provides customers with life cycle analysis results for Melamine-Faced Board, HPL, and CHPL.

The Environmental Passport summarizes a product's performance in three categories:

- Comfort and health: product composition, IAQ rating, and hygiene information such as antibacterial surfaces
- Natural resources: raw materials, certifications, and carbon footprint
- Circularity: product lifespan, energy recovery, reuse, and waste

Social *Impact*

At Wilsonart, every employee has a role in creating our collective future, and we believe that prioritizing employee well-being and safety helps us build a more resilient business for the long term. Yet our goal of creating strong connections isn't only within our company. We work to expand our culture of caring to our local communities, as we volunteer and donate to support our neighbors across the regions where we operate.

Social Impact Highlights

In Fletcher, we rebuilt our Wilsonart community stronger than ever following Hurricane Helene in 2024.

$288K

Wilsonart employees across the U.S. contributed a grand total of $288,415.61 to the United Way.

Resopal hosted 15 young adults to tour the facility in support of Girls' Day in Germany, a national initiative to encourage girls to pursue careers in science, technology, engineering, and mathematics (STEM).

Resopal and Polyrey hosted weekly occupational physician visits to support employee health and help prevent injury.

8% We reduced the total recordable incident rate (TRIR) by over 8%, from 1.35 in 2024 to 1.24 in 2025.

3,978 We welcomed 3,978 employees and their family members to onsite medical clinics in Temple and Fletcher for a total of 9,421 appointments in 2024 and 2025 combined.

Wilsonart U.K. engaged children with special needs in thoughtful and creative art projects to remember fallen soldiers.

4,000 In 2025, employees in Temple and Fletcher reported over 4,000 potential health and safety issues to our Hazard ID Program — before anyone was hurt.

450 km Polyrey employees participated in the "Solid'Air Challenge", a 450 km bike ride over three days, to raise funds and support the French Pulmonary Fibrosis Association.

Employees across the EU celebrated Diversity Month with programming about healthy aging.



70 Years of *Employee Success*

As Wilsonart celebrates 70 years of service, our employees are the number one reason for our business success. In our U.S. operations, our average employee tenure is 12 to 14 years, with several employees reaching 25, 30, and even 45 years of service at Wilsonart. Across the decades, our employees in the U.S. and beyond have built our culture and influenced every aspect of life at Wilsonart. Our employees also help inform the programs Wilsonart supports in the local communities where we live and work.

From our flagship facilities in Fletcher and Temple, to our distributed team members in various locations, and the Wilsonart brands across Europe and North America, Wilsonart employees show up every day to create products that live up to life — with care for quality, performance, and sustainability. In turn, Wilsonart fosters a culture that supports people both professionally and personally. Together, we will keep leading our industry through future generations of success.



Building Back After *Hurricane Helene*

On Sept. 26, 2024, Hurricane Helene hit Fletcher, North Carolina, and the surrounding region. The storm unleashed the worst flooding in North Carolina history. Wilsonart's Fletcher Distribution Center sustained extreme damage, as about 10 inches of mud and silt filled local buildings. Tammy Albrecht, the Wilsonart Fletcher Plant Manager, said the scene looked "like a war zone."

As the storm raged through the area, Wilsonart employees stayed at the facility overnight, working nonstop to keep water out of the building. Without them, the distribution center likely would have been completely destroyed.

Beyond the facilities, Fletcher is home to our employees. The destruction was personal for many. In response, soon after the hurricane, generosity and support began to arrive. Three 18-wheelers from the Wilsonart Temple facility brought food and water. Wurth, a long-standing Wilsonart partner, delivered a truck full of food, water, and other necessary supplies, including pet food, batteries, diapers, and canned goods.

Employees and customers also donated to the Wilsonart CHIP Fund to support employees affected by the disaster — one customer alone donated $100,000.

As the team in Fletcher began to rebuild the distribution facility, they saw an opportunity. Since they had to build the building back from scratch, could they do so in a way that streamlined operations and improved the workflow? Over the course of the next four months, Wilsonart engineers redesigned the facility for greater efficiency and ease.

As Bobby Robinson, the 40-year Wilsonart employee who kept the flood waters out overnight said, "We've seen tragedy — and we've been through it. But we're stronger now."

WATCH OUR VIDEO

Listening to Win at *Wilsonart*

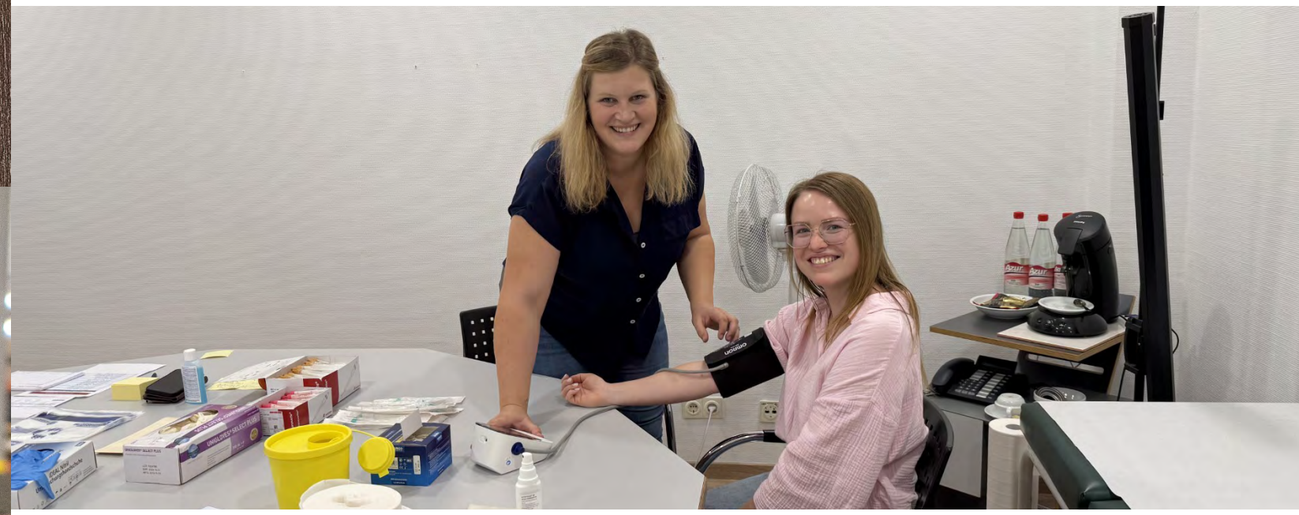
Every year we conduct the Wilsonart North America Employee Opinion Survey to better understand what is working well and what we can improve, and the feedback helps to guide our priorities for the year ahead. The survey topics address compensation, scheduling, leadership, communication, and more.

Our most recent employee surveys have led to a program to strengthen workforce planning, including new hire onboarding and training. We have also expanded our communication updates to include town hall meetings, leading to a greater sense of engagement among employees.



Facilitating Financial Health

We also care about our employees' long-term financial health, and we provide benefits in the U.S. to encourage retirement savings. We offer a generous 401(k) retirement plan with a 3% safe harbor contribution, a 100% match for the first 3% of an employee's contribution, followed by a 50% match for the next 3% contribution. Additionally, our 401(k) provider hosts financial webinars to help employees better understand retirement planning.



Supporting Employee Health

Wilsonart strives to help employees maintain optimal health through convenient benefits that support their lifestyles. At Resopal in Germany and Polyrey in France, occupational physicians visit each location every week to advance a common mission: to protect employee health and prevent work-related illness and injury in manufacturing. In carrying out this work, the doctors undertake several actions, including:

- Confirming that employees are fit for their roles, particularly in high-risk industrial settings, giving special attention to workers such as forklift drivers and firefighters
- Identifying workplace hazards, including potential chemical exposure, noise, and ergonomics, and supporting risk mitigation
- Promoting health and injury prevention through employee well-being initiatives, such as vaccination programs
- Advising employers and employees on occupational health, safety, and regulatory compliance
- Facilitating safe return-to-work and workplace accommodations following illness or injury

In the U.S., in Fletcher and Temple, we continue to support our employees and their families through our on-site medical clinics. The clinics host a physician assistant available most days to address a range of health needs, from minor workplace injuries, such as slip-and-fall events, to flu vaccines and school physical exams for employees' children. In 2024 and 2025, 2,721 employees and family members in Temple visited the clinic for a total of 5,967 visits. In Fletcher, the clinic welcomed 1,257 people for 3,454 appointments over the same two-year period.

For employees in the U.S., Wilsonart also offers a three-step health benefit process designed to provide accessible, quality healthcare at a competitive cost. In the first step, employees complete a "Know Your Numbers" assessment to determine healthy lifestyle choices. Next, employees undergo biometric screening, including blood pressure, body mass index, and other metrics with their primary care physician. Once employees complete these steps, they receive a discount on medical insurance premiums.

Strengthening Employee *Safety and Health*

At every Wilsonart location, employee safety is paramount. Every facility promotes extensive safety procedures and vigilance, starting with our employees who show up every day with the goal of keeping themselves and their coworkers safe. They are the most important contributors to our safety programs as they work — and watch — throughout our facilities. In looking out for one another, our team members play a key role in injury prevention.

When Wilsonart employees see a potentially hazardous situation in the workplace, they are encouraged to report it through our Hazard Identification Program. The safety team then uses this information to identify and correct the potential hazard. In 2025 alone, employees in Temple and Fletcher raised over 4,000 potential safety issues, allowing for the situations to be corrected without injury. Employees also participate in safety committees that meet regularly to review procedures, raise awareness of potential risks, and showcase pro-safety actions. Additionally, facility leaders start weekly meetings with a review and discussion of the latest safety metrics.

As an additional safety measure, Wilsonart has installed cameras in U.S. company vehicles to help identify opportunities to improve driving safety. The system provides timely alerts when it detects behaviors such as distracted driving, allowing drivers and safety leaders to address risks quickly and reinforce safer habits through feedback and coaching.

In 2025, Wilsonart employees at our facilities in Temple and Fletcher identified over 4,000 potential health and safety issues — before anyone was hurt.

In the E.U., Polyrey and Resopal host biannual first aid training for all employees. The training is well-attended, and employees learn how to be an informed first responder in the event of choking, heart attacks, and other emergencies.

Resopal and Polyrey also offer an annual Health Day featuring workshops and other activities for employees. For example, Resopal hosted a day of programming to promote back health. The day included a free and convenient spinal screening to identify posture issues as well as prevent pain and long-term back discomfort. Back specialists completed each screening within 20 minutes and provided participants with personalized data and strategies to support spinal alignment, mobility, and core stability.



Employee *Belonging*

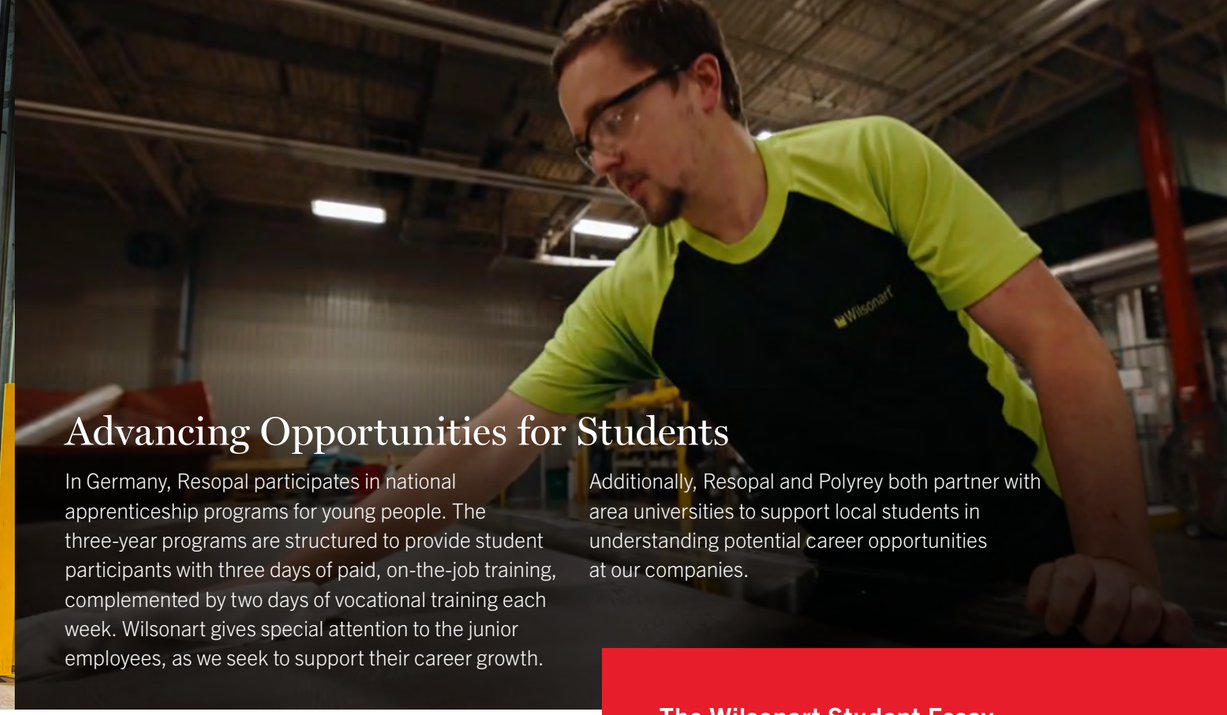


Our workforce is comprised of people from around the world, and each person brings their unique talents, skills, and experiences to the job. We make a concerted effort to help every employee feel engaged and supported. In 2024, we began holding virtual town halls to more effectively communicate with and bring our distributed teams together. Our intranet has also expanded into a space with easy access to company information where we can celebrate team accomplishments, creating a sense of community among individuals working together, thousands of miles apart.



Our Principles

- We believe in fostering a workforce of dedicated people who care about doing the right thing, every day.
- We believe in serving as a positive force for equality in our communities.
- We embrace each other's differences. We do not tolerate hatred or racism in our company, no matter how small the infraction.
- We believe all our employees should have an equal opportunity for development, reward, and advancement based on individual capabilities and performance.
- We believe in demonstrating empathy by ensuring everyone's voice and feelings are heard.
- We believe we should all be able to bring our best selves to work and achieve our potential.



Advancing Opportunities for Students

In Germany, Resopal participates in national apprenticeship programs for young people. The three-year programs are structured to provide student participants with three days of paid, on-the-job training, complemented by two days of vocational training each week. Wilsonart gives special attention to the junior employees, as we seek to support their career growth.

Additionally, Resopal and Polyrey both partner with area universities to support local students in understanding potential career opportunities at our companies.

Supporting Well-Being in the EU

The EU companies across the continent celebrate Diversity Awareness Month every May. In 2025, Wilsonart locations used the occasion to spotlight healthy aging and host employee conversations on topics such as navigating age in the workplace and supporting elderly family members. The locations also partnered with public health insurance offices to offer training on how to stay mentally fit through stress management techniques and physically fit through short stretching workouts. The month also featured employee health screenings for skin cancer.

Celebrating the Wins

Wilsonart U.S. hosted the first-ever Service Appreciation Week to celebrate customer service employees in October 2025. Leading up to the event, local managers were encouraged to tailor the celebration to best honor the employees at their location. The response was as fun, creative, and varied as the people who work at Wilsonart. Some locations hosted lunch for employees, while others served hot breakfast, held cornhole competitions, and slow-roasted meat for a BBQ picnic.

The Wilsonart Student Essay Competition

Kami Huynh's essay, "The Confidence To Show Up," earned her the 2025 Wilsonart Student Essay Scholarship, a $1,000 award created in partnership with the IIDA Student Mentorship Program. As a first-generation college student and design major at San José State University, Kami's journey is one of resilience, discovery, and inspiration.

Through the IIDA Northern California Student Mentorship Program, Kami was paired with Mary Oliver, a designer at Gensler. Their mentorship became the foundation for Kami's personal and professional growth — and ultimately, her award-winning essay.

> "Good design isn't only about creativity — it's also about presence, clarity, and the people you're designing for. Sometimes, confidence comes from simply being seen — and being encouraged to just be you."
>
> - Excerpt from Kami's winning essay








Caring for Our Communities *Around the World*




At Wilsonart, we believe in being good neighbors and supporting the communities where we live and work. We provide funding, product donations and other resources, and volunteer support to organizations that help build stronger, healthier communities.

UNITED WAY DAYS OF CARING

Wilsonart employees volunteered across the Temple region as part of United Way's annual Day of Caring, continuing our company's long-standing tradition of giving back to the communities where we live and work. As part of this community-wide volunteer initiative, employees helped celebrate the opening of the Wilson Youth Center, delivered care bags to local residents through Meals on Wheels, and supported Being His Hands & His Feet Ministry by sorting donations, doing yard work, and restocking the Blessing Boutique. United Way of Central Texas' Days of Caring is a volunteer program created to help advance common good on issues of education, income, and health.

Our North Carolina employees also volunteered in local Days of Caring and Days of Action with the United Way of Henderson County. Their activities included installing sod at a Habitat for Humanity of Henderson County home and school improvement projects at Fletcher Elementary School. They also supported the reopening of Bill Moore Park after Hurricane Helene by spreading mulch on the grounds.

UNITED WAY GIVING CAMPAIGN

Wilsonart employees also participated in the United Way Employee Giving Campaign through payroll contributions. In the program, employees establish a recurring dollar amount from every paycheck to contribute to the United Way. Over the course of 2024 and 2025, Wilsonart employees across the U.S. contributed a grand total of $288,415.61 to the United Way!

ADDITIONAL SUPPORT

Wilsonart corporate offices also continue to provide financial support to numerous programs in our communities. We donate to a wide variety of organizations while focusing on groups that serve local youth, including recreational sports and educational services. In 2024 and 2025, we made financial contributions to more than 100 unique local organizations, totaling $143,698.

LAMAR MIDDLE SCHOOL SUPPLY DRIVE

Team members in Temple hosted a school supply drive to provide needed materials, including notebooks, writing utensils, and more for students at Lamar Middle School. The event helped local students start well prepared for the year of learning ahead.

MANNA FOODBANK DRIVE

In Fletcher, Wilsonart employees showed their care for their community through annual food drives to support the MANNA FoodBank in Mills River, North Carolina. Between 2024 and 2025, the team collected over 200 pounds of food and donated $500 to the organization each year.

COAT DRIVE FOR CHARITY

The Fletcher team also supported Eblen Charities through the 2024 Coat Drive, collecting 63 coats for people in need. Additionally, they contributed $1,000 in donations to the nonprofit organization in both 2024 and 2025.

BELTON CHRISTIAN YOUTH CENTER PRODUCT DONATION

Thanks to the generosity and teamwork of several Wilsonart partners and employees, the Belton Christian Youth Center recently received a major upgrade: beautiful new HPL wall panels in the center's gym. Wilsonart donated the HPL, and our friends at Panel Specialists handled the fabrication and installation.

CHROME AND CAROLS

Wilsonart purchased a Christmas tree at Chrome and Carols, an annual holiday auction that raises money for the United Way of Central Texas. Proceeds from the auction support the United Way's local education, financial stability, and health programs.

ALTRUSA TASTE OF THE HOLIDAYS

Wilsonart served as a sponsor for the Taste of the Holidays luncheon and fashion show to benefit Altrusa International, Inc., an association of women and men who volunteer their energies and expertise to local and international community betterment. The annual holiday fundraiser in Temple supports service projects, scholarships, and organizations throughout the year.

SPREADING HOLIDAY CHEER

During the holidays, the employees join together to bring cheer to the St. Nicholas Project Store Holiday Drive. Every year, they collect toys, clothing, and holiday items to give to approximately 2,100 families (6,489 children) during the holiday season.

Community Engagement *in Europe*

Wilsonart employees across the U.K. and the EU showed care and support for their local communities through several activities, including:

EMPLOYEES AT POLYREY IN FRANCE



- Participated in hikes for “Octobre Rose” with breast cancer awareness organizations
- Gave financial donations to the “Des Boules aux Nez” association, which sends clowns to visit healthcare facilities to bring fun and comfort to patients
- Provided a donation to “Héméra,” an association which supports people injured in road accidents and raises awareness among young people about the risks of drug and alcohol use
- Raised money for cancer research by collecting plastic bottle caps and small metal items for sale to recycling companies
- Prepared and donated Christmas boxes to local organizations for families and individuals during the holiday
- Donated and participated in the “Solid’Air Challenge”, a 450 km bike ride over three days, to raise funds and support the French Pulmonary Fibrosis Association

EMPLOYEES AT WILSONART U.K.



- Participated in Christmas Jumper Day with a charitable donation to Save the Children
- Collected food donations to support the Shildon Food Bank during the holiday season
- Worked with a local college on practical working skills, utilizing Wilsonart products and materials

GIRLS’ DAY 2025: SPARKING CURIOSITY FOR TECHNOLOGY AT RESOPAL



In Germany, Resopal employees joined activities in support of Girls’ Day, a national initiative to encourage girls to pursue classes in STEM. The group welcomed 15 young people to learn about the company through hands-on experiences and tours of the production facility.

In one fun, creative event, participants had the chance to create their own “laminates” with a sandwich maker, which served as a mock HPL press. The day’s events inspired young talent and raised awareness about Resopal and HPL for potential career opportunities in the future.

REMEMBRANCE THROUGH CREATIVITY: A SPECIAL COLLABORATION WITH BEAUMONT HILL ACADEMY



Wilsonart U.K. partnered with Beaumont Hill Academy, a school for children with special educational needs, to support a powerful and creative remembrance project.

Wilsonart’s Shildon-based team produced and gave a soldier silhouette, standing 1.2 meters tall (approximately four feet), to each class at the academy. The cutout silhouettes served as blank canvases for the students, who decorated them using a variety of mixed art and materials including acrylic paints, collage paper, and other textile mediums. The students’ designs incorporated poppies, national flags, positive affirmations, and famous peace quotes. The silhouettes were displayed on the school field, and local media and drone footage captured the moment, celebrating the students’ creativity and the community spirit behind the project. In time, the decorated silhouettes will become a permanent outdoor artwork on the school grounds, ensuring the message of peace and remembrance continues to inspire.



Governance

CD&R: Our Partners in *Sustainability*



Wilsonart is wholly owned by Clayton, Dubilier & Rice (CD&R), a private equity firm with a history of supporting business sustainability. The company advocates that sound sustainability practices help businesses deliver value to their customers, suppliers, employees, communities, and investors. CD&R offers a Climate Leadership Program for employees of its portfolio companies, and two members of Wilsonart's senior leadership have completed the program.

CD&R encourages companies to track and report sustainability metrics with its team annually. In answering this directive, Wilsonart is strengthening our data tracking systems. We are also further integrating sustainability into every aspect of our business, and team members from marketing to finance — and most roles in between — are growing their understanding of the environmental and social impacts of our business.

Our Board of Directors

As of year-end 2025, Wilsonart's Board of Directors consisted of eight members, including three nominees from CD&R, four independent nominees, and the CEO of Wilsonart, Andrew Korzen.

The Board oversees corporate performance, the integrity of financial information, and the effectiveness of our legal compliance and enterprise risk management programs. The Board works closely with our executive leadership team to create our company's strategic plan and review progress toward our stated goals.

To support its oversight responsibilities, the Board hosts the following committees: Audit; Compensation; Marketing and Design; Operations Technology; and 401K.

Environmental and Social Oversight

Since 2019, our Sustainability Leadership Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Andrew Korzen, CEO; Tim Pearson, President EMEA; Brock Hancock, CFO; Fred King, General Counsel; Shawn Wicketts, Global VP Human Resources; and Kate Grossman, VP Marketing and Design.

The Sustainability Leadership Committee works closely with Global VP Innovation & Technology, Rajesh Ramamurthy, and Director of Sustainability Adam Biedrzycki, who serve as the leads for our environmental sustainability initiatives. Together, they present updates on sustainability to the full leadership team during monthly meetings and to the Board of Directors.

Forward-Looking Statements
This report contains statements that constitute forward-looking statements. Such forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause actual results to differ materially from future results expressed or implied by those statements. Wilsonart disclaims any intention or obligation to update or revise forward-looking statements, whether as a result of new information, future events, or otherwise.

Ethics and *Code of Conduct*

Our Code of Conduct and Anti-Corruption Policy define and guide integrity, fairness, and accountability at Wilsonart. Every employee must review these documents when hired and at regular intervals during their employment.

We have zero tolerance for any unethical conduct, fraud, bribery, or corruption by employees or third-party agents. Any employee who suspects unethical conduct or policy violations can raise their concerns directly with the Human Resources or Legal departments or anonymously through our EthicsPoint email and hotline. Our whistleblower policy protects from retaliation any employee who reports misconduct in good faith.

Our Ethical, Social, and Environmental Policies

- Anti-Discrimination and Anti-Harassment
- Environmental Policy
- Ethics and Code of Conduct
- Generative Artificial Intelligence (AI) Acceptable Use Policy
- Health and Safety Policy
- Regulatory Compliance
- Supply Chain Social and Environmental Policy
- Vendor/Customer Code
- Whistleblower Policy

We continually review and update our internal policies to address evolving issues in the business landscape. In April 2026, we debuted our global Generative AI Acceptable Use Policy to ensure fair, transparent, and ethical use of AI. The policy provides guidelines to use AI for enhancing productivity and decision making without replacing critical human skills and judgment.

Wilsonart is dedicated to maintaining appropriate levels of oversight in the areas of audit, risk management, and potential conflicts of interest, and to maintaining strict policies to prohibit bribery. A best-in-class compliance monitoring and reporting system includes oversight by the Audit Committee of our Board of Directors.

Information and Cybersecurity Governance

Since 2018, our chief information security officer has spearheaded General Data Protection Regulation (GDPR) compliance, including the implementation of a GDPR framework with quarterly reviews and status updates.

Wilsonart employees regularly receive training on cybersecurity topics. In 2024 and 2025 Wilsonart conducted annual third-party penetration testing and vulnerability scanning of its data systems; findings are tracked to remediation under a program overseen by the Audit Committee of our Board of Directors

Data *Appendix*

GRI Content Index



Statement of use

Wilsonart has reported the information cited in this GRI content index for the period Jan. 1, 2024 to Dec. 31, 2025 with reference to the GRI Standards. In the interest of full transparency, we have provided additional appendices to share Wilsonart Environmental Data and Wilsonart Workforce Data.

GRI 1 used | GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details		About Wilsonart
	2-3 Reporting period, frequency, and contact point		About This Report
	2-4 Restatements of information	Where applicable, Wilsonart has noted where previously reported data has been restated due to updates in data collection and calculation methodologies.	Data Appendix
	2-7 Employees		Data Appendix
	2-9 Governance structure and composition	Wilsonart is a CD&R portfolio company, and we are governed by a Board of Directors that includes three nominees from CD&R, four independent nominees and our CEO.	Governance
	2-10 Nomination and selection of the highest governance body		Our Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Board is collectively responsible for the leadership, control, development, and long-term success of Wilsonart. The Board monitors corporate performance, the integrity of financial information, and the effectiveness of our legal compliance and enterprise risk management programs. The Board works closely with our executive leadership team to create our company's strategic plan and review progress toward our stated goals.	Environmental and Social Oversight

GRI Content Index

(CONTINUED)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	2-13 Delegation of responsibility for managing impacts	Since 2019, our Sustainability Leadership Committee has provided focused oversight for our social and community initiatives. This committee is composed of leaders from across our organization: Andrew Korzen, CEO; Tim Pearson, President EMEA; Brock Hancock, CFO; Fred King, General Counsel; and Shawn Wicketts, Global VP Human Resources; and Kate Grossman, VP Marketing and Design.	Environmental and Social Oversight
	2-14 Role of the highest governance body in sustainability reporting	The Sustainability Leadership Committee works closely with our Global VP Innovation & Technology, Rajesh Ramamurthy, and our Director of Sustainability, Adam Biedrzycki, who serve as the leads for our environmental sustainability initiatives. Together they present updates on sustainability to the full leadership team during monthly meetings and quarterly to the Board of Directors.	Environmental and Social Oversight
	2-22 Statement on sustainable development strategy		CEO Letter from Andrew Korzen
	2-23 Policy commitments		View our Code of Conduct policy
	2-24 Embedding policy commitments		View our Code of Conduct policy
	2-29 Approach to stakeholder engagement		Our Approach to Sustainability

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 3: Material Topics 2023	3-1 Process to determine material topics	In 2024 and 2025, Wilsonart worked with a third-party consultant to expand on our 2021 materiality assessment and complete a DMA of our global operations The DMA now serves as our data-driven foundation for sustainability strategy development and long-term business resilience.	2024-2025 Double Materiality Assessment
	3-2 List of material topics		2024-2025 Double Materiality Assessment
Climate Change			
	3-3 Management of material topics		Emissions, Energy, and Resources
GRI 302: Energy 2016	302-1 Energy consumption within the organization		Data Appendix
GRI 305: Emissions 2016	305-1 Direct S1 GHG emissions		Emissions, Energy, and Resources; Data Appendix
	305-2 Energy Indirect S2 GHG emissions		Emissions, Energy, and Resources; Data Appendix
	305-3 Other Indirect S3 GHG Emissions		Emissions, Energy, and Resources; Data Appendix

GRI Content Index

(CONTINUED)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
Pollution			
	3-3 Management of material topics	NOx and SOx are tracked and monitored internally, but are not currently disclosed.	Emissions, Energy, and Resources
Resource Use and Circular Economy			
	3-3 Management of material topics		Scaling Circularity in Materials and Manufacturing
GRI 301: Materials 2016	301-2 Recycled input materials used		Scaling Circularity in Materials and Manufacturing
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts		Data Appendix
	306-3 Waste generated		Data Appendix
	306-5 Waste directed to disposal		Data Appendix

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
Our Workforce			
	3-3 Management of material topics		Social Impact
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans		Social Impact
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		View Our Anti-Corruption Policy
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	We perform biannual ISO audits on our health and safety management systems to ensure compliance with ISO 45001:2018 standards.	View Certification
	403-2 Hazard identification, risk assessment, and incident investigation	Facility management teams review leading and lagging safety key performance indicators daily, weekly, and monthly to prevent any unsafe conditions from being missed. By staying up to date on safety metrics like concern reports, hazard identification, stop work events, and near misses, we can identify and correct hazards before they lead to injuries.	Social Impact
	403-4 Worker participation, consultation, and communication on occupational health and safety		Social Impact
	403-6 Promotion of worker health	Physical well-being is one important part of our employees' health. Through our Total Well-Being strategy, we provide resources and initiatives that go beyond the physical to empower employees to care for themselves and their families in a holistic way.	Social Impact
	403-8 Workers covered by an occupational health and safety management system	We maintain ISO 45001:2018 certification for our occupational health and safety management system across all our sites.	
	403-9 Work-related injuries		Data Appendix

GRI Content Index

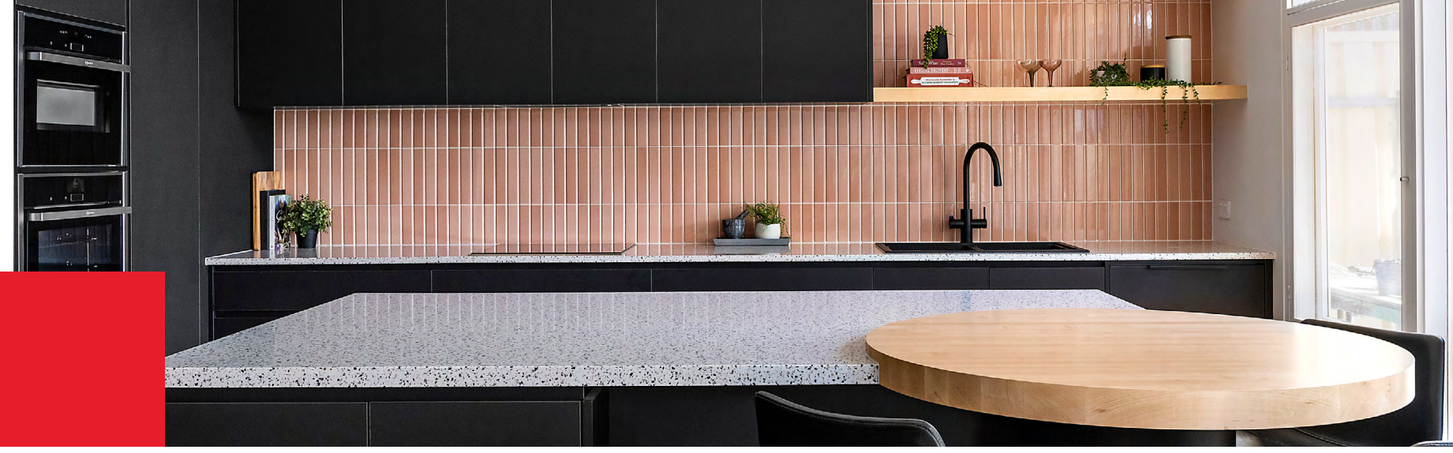
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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
Water Consumption			
	3-3 Management of material topics		Reducing Water Use in Operations
GRI 303: Water and Effluents 2018	303-3 Water withdrawal		Data Appendix
	303-4 Water discharge		Data Appendix
	303-5 Water consumption		Data Appendix

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
Consumers and End Users			
	3-3 Management of material topics		Wilsonart Product Transparency; Caring for Our Communities Around the World
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Wilsonart Product Transparency
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We seek third-party certification across a range of issues related to environmental and human health. Certifications related to IAQ, recycled content, and sustainably sourced forest products, plus our EPDs and Health Product Declarations can be easily accessed on our website.	Wilsonart Product Transparency
Biodiversity			
	3-3 Management of material topics	Biodiversity was identified as a new material topic following our DMA in 2024 and 2025. We are in the process of learning more about our impact to inform a future mitigation strategy specific to our relevant impacts, risks, and opportunities.	

Data Appendix



	UNITS	2023	2024	2025
CLIMATE CHANGE – GHG EMISSIONS AND ENERGY				
Emissions				
Global Scope 1 GHG	mtCO2e	112,617	108,195	107,708
North America	mtCO2e	85,847	83,985	85,201
Germany	mtCO2e	6,900	6,482	5,457
France	mtCO2e	17,172	15,586	15,571
U.K.	mtCO2e	1,817	1,147	557
Czechia and Slovakia	mtCO2e	717	929	863
Poland	mtCO2e	165	66	61
Global Scope 2 GHG (Market based)	mtCO2e	51,469	14,501	13,286
North America	mtCO2e	34,171	43	77
Germany	mtCO2e	5,360	6,129	5,347
France	mtCO2e	1,643	464	263
U.K.	mtCO2e	1,624	2,558	2,507
Czechia and Slovakia	mtCO2e	8,049	5,187	4,973
Poland	mtCO2e	622	120	121
Global Scope 2 GHG (Location based)	mtCO2e	58,147	45,774	45,370
North America	mtCO2e	40,848	34,540	32,192
Germany	mtCO2e	5,360	3,363	4,693
France	mtCO2e	1,643	1,285	1,302
U.K.	mtCO2e	1,625	1,452	1,630
Czechia and Slovakia	mtCO2e	8,049	5,014	5,441
Poland	mtCO2e	623	118	112

Data Appendix

(CONTINUED)



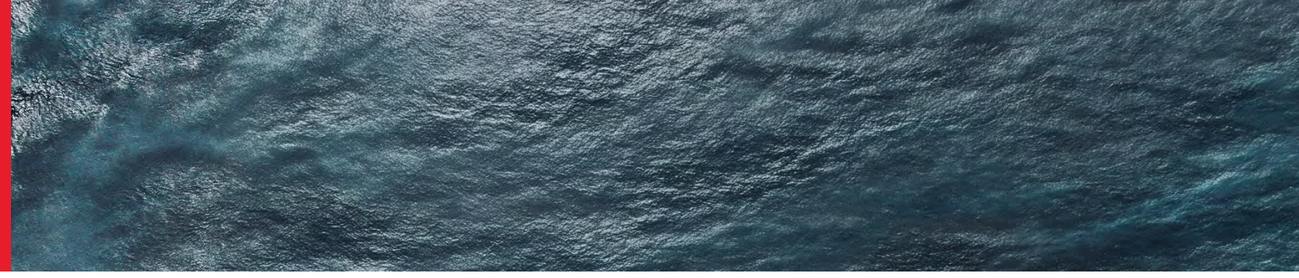
	UNITS	2023	2024	2025
CLIMATE CHANGE — GHG EMISSIONS AND ENERGY *(CONTINUED)*				
GHG Biogenic	mtCO2e	0	45,217	42,097
North America	mtCO2e	0	36,321	34,740
Germany	mtCO2e	0	5,334	4,684
France	mtCO2e	0	2,422	2,535
U.K.	mtCO2e	0	1,139	139
Czechia and Slovakia	mtCO2e	0	0	0
Poland	mtCO2e	0	0	0
Scope 3 GHG	mtCO2e	—	—	725,781
Energy				
Total Energy*	kWh	817,472,765	774,322,388	762,763,184
North America	kWh	571,297,127	555,167,448	557,667,957
Germany	kWh	67,723,050	67,104,885	57,636,038
France	kWh	146,167,437	117,616,176	118,945,852
U.K.	kWh	16,317,160	16,613,927	12,349,214
Czechia and Slovakia	kWh	14,479,921	17,283,098	15,626,047
Poland	kWh	1,488,070	536,854	538,076
Total Renewable Energy† (U.S. only)	kWh	19,080,389	104,707,717	102,197,855
Total Electricity from Grid	kWh	163,033,291	164,370,627	159,492,643
North America	kWh	105,525,015	104,130,873	102,159,729
Germany	kWh	14,665,281	15,325,305	13,083,239
France	kWh	24,378,405	24,429,016	25,240,620
U.K.	kWh	7,222,097	8,034,029	7,873,161
Czechia and Slovakia	kWh	10,533,176	12,350,352	11,050,305
Poland	kWh	709,317	101,051	85,589

* Refers to all energy sources, such as electricity, natural gas, diesel, gasoline, etc. consumed from all locations, converted into a kWh total value.

† Refers to how much of "Total Energy" comes from a renewable source, including solar energy and RECs.

Data Appendix

(CONTINUED)



	UNITS	2023	2024	2025
WATER CONSUMPTION				
Global Water Usage	Megaliters	727 †	663	659
North America	Megaliters	404	386	391
Germany	Megaliters	54	39	49
France	Megaliters	224	199	174
U.K.	Megaliters	18	8	7
Czechia and Slovakia	Megaliters	26	30	36
Poland	Megaliters	1	1	1
RESOURCE USE AND CIRCULAR ECONOMY				
Global Waste	Metric tons	70,229	78,288	72,810
North America	Metric tons	38,636	43,742	40,787
Germany	Metric tons	4,184	4,130	4,470
France	Metric tons	3,980	5,654	4,807
U.K.	Metric tons	2,303	2,324	2,546
Czechia and Slovakia	Metric tons	20,918	22,238	19,945
Poland	Metric tons	208	198	257
Global Waste to Landfill	Metric tons	52,325 †	61,275	57,777
North America	Metric tons	32,056	37,324	34,584
Germany	Metric tons	1,769	1,967	2,096
France	Metric tons	405	2,362	2,733
U.K.	Metric tons	1,164	2,271	2,234
Czechia and Slovakia	Metric tons	16,839	17,153	15,874
Poland	Metric tons	93	198	257
Landfill to production weight ratio (U.S. only)	%	24 ‡	26 §	26
Global Hazardous Waste	Metric tons	5,612	3,448	1,324

† Waste and water usage data for 2023 was updated in July 2026 to reflect a change in accounting methods.

‡ 2023 percentage has been recalculated to address previous errors and omitted categories.

§ A portion of the increase from 2023 to 2024 is due to a change in accounting method.

Data Appendix

(CONTINUED)



	UNITS	2023	2024	2025
RESOURCE USE AND CIRCULAR ECONOMY *(CONTINUED)*				
Global Waste Recycling	Metric tons	12,578	13,565	13,218
North America	Metric tons	6,470	6,322	6,162
Germany	Metric tons	1,580	1,768	1,884
France	Metric tons	451	412	862
U.K.	Metric tons	36	27	287
Czechia and Slovakia	Metric tons	4,041	5,036	4,024
Poland	Metric tons	0	0	0
Manufacturing waste recycled (U.S. only)	Metric tons	4,323	4,519	4,597
Post-Consumer Recycled Content (U.S. HPL)	%	23	23	26
OUR WORKFORCE				
Headcount				
Global FTE	Number	4,345	4,335	4,107
North America	Number	2,773	2,814	2,613
U.S.	Number	2,621	2,674	2,475
Canada	Number	56	44	43
Mexico	Number	96	96	95
Annual % Turnover for Global FTEs	%	19.20	22.00	15.00
Employee Safety				
Global Injuries	Number	64	56	50
Global Fatalities	Number	0	0	0
Global Total Recordable Incident Rate (TRIR)*	Number	1.60	1.35	1.24
Global Days Lost to Injury	Days	883	882	707

* Average Total TRIR includes all European operations and manufacturing sites. Sales locations have not been included.

Data Appendix

(CONTINUED)



UNITS		2023		2024		2025	
Employee Demographics							
NORTH AMERICA - GENDER							
U.S.							
		Male	**Female**	**Male**	**Female**	**Male**	**Female**
Senior Leadership	Number	23	11	25	16	25	13
Salaried	Number	358	184	187	155	349	177
Hourly	Number	1674	371	1851	440	1542	369
Mexico							
		Male	**Female**	**Male**	**Female**	**Male**	**Female**
Senior Leadership	Number	1	0	1	0	1	0
Salaried	Number	59	36	57	38	55	39
Hourly	Number	0	0	0	0	0	0
Canada							
		Male	**Female**	**Male**	**Female**	**Male**	**Female**
Senior Leadership	Number	1	1	1	1	1	1
Salaried	Number	12	24	12	16	11	16
Hourly	Number	18	0	14	0	14	0
EUROPE - GENDER							
		Male	**Female**	**Male**	**Female**	**Male**	**Female**
Senior Leadership	Number	1	0	1	0	1	0
Salaried	Number	1111	290	989	275	959	257

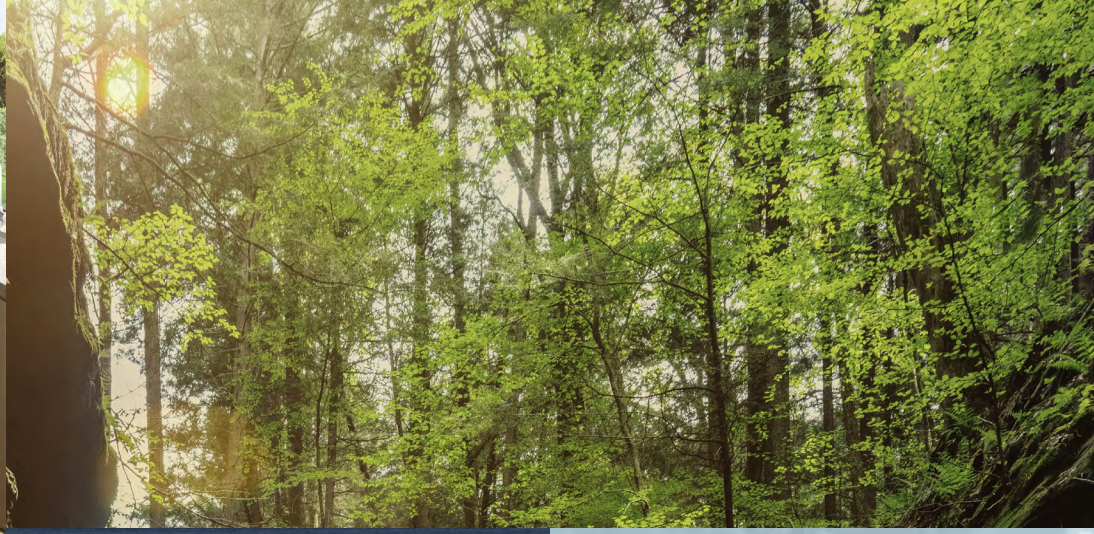
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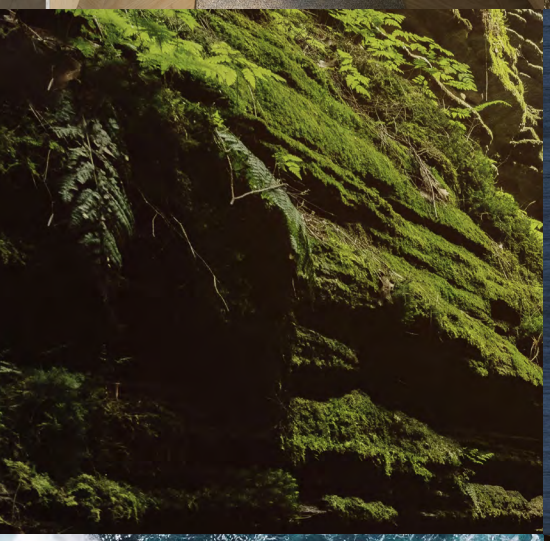
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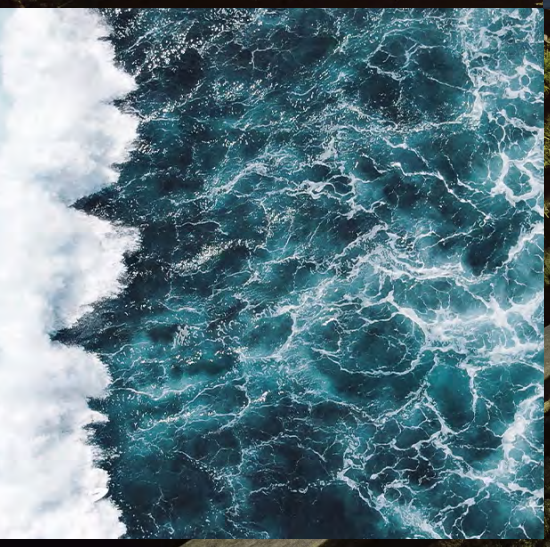
	UNITS	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Other	Two or More Races	White	Blank or No Response
Employee Demographics										
U.S. ONLY: RACE & ETHNICITY										
2023										
Senior Leadership	Number	0	2	0	0	0	0	1	10	0
Salaried	Number	2	28	29	57	0	0	6	410	0
Hourly	Number	12	11	414	431	4	0	22	1013	169
2024										
Senior Leadership	Number	0	4	0	0	0	1	1	7	0
Salaried	Number	1	37	28	68	0	1	11	465	1
Hourly	Number	9	28	425	475	9	4	42	1045	12
2025										
Senior Leadership	Number	0	3	0	0	0	1	1	7	0
Salaried	Number	1	37	28	63	0	0	8	375	4
Hourly	Number	20	21	397	428	11	2	18	933	117

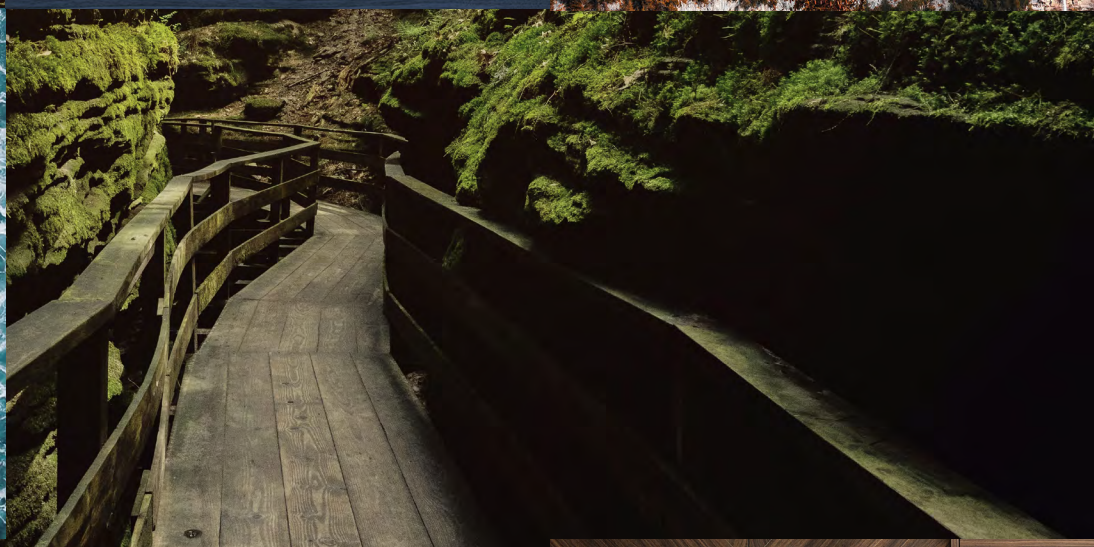












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