



Essex Solutions Inc.

Sustainability Report

DECEMBER 2025



At Essex Solutions, we take great pride in being a global innovation leader—and in using that leadership to drive meaningful change across our industry. Guided by our holistic sustainability program, *A Sustainable Future, Our Driving Force*, we are building a better, more responsible future through action, accountability, and collaboration. This program reinforces our belief that progress is measured not only by innovation, but by the positive impact we create for our people, our partners, and our planet.

This year, I am especially proud of our achievements that reflect the strength of that vision. Essex Solutions was honored to receive the inaugural Assent Achieve ESG Program of the Year Award in 2024, recognizing our leadership in advancing environmental, social, and governance excellence across our global operations. We also completed The Copper Mark Assurance Process at four of our North American facilities—a first in our industry—affirming our dedication to responsible, ethical copper production and our commitment to transparency and accountability. In addition, we continued reducing our carbon footprint through improved efficiencies, process innovations, and global collaboration, moving closer to our long-term goal of a sustainable future.

Each of these accomplishments reflects the dedication and shared purpose of our global teams. Together, we are turning ambition into action and proving that responsible leadership and sustainable growth go hand in hand. This report highlights our commitment to transparency and reaffirms our promise to shape decisions, strengthen partnerships, and define the legacy we build for generations to come.



Daniel Choi
President and CEO
Essex Solutions

Letter from the CEO



Sustainability
must be built on
transparency—the
foundation of trust
and lasting growth.”



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Company Overview

As a globally diverse leader in the magnet/winding wire industry, Essex Solutions continues to push the boundaries of innovation and engineering. With nearly a century of expertise, we deliver advanced solutions that drive performance, efficiency, and sustainability across the automotive, energy, industrial, as well as the commercial and residential markets.

Our global teams partner closely with customers to develop technologies that support vehicle electrification, grid modernization, industrial efficiency, and the broader transition toward cleaner energy. From next-generation electric vehicles to high-efficiency power transformers, motors, and commercial generators, our products enable a more sustainable and connected future.

Operating across North America, Europe, and Asia Pacific, Essex Solutions provides a comprehensive range of copper and aluminum magnet/winding wire solutions—enameled, wrapped, and extruded in both gauge and metric sizes. As the industry's only vertically integrated magnet wire manufacturer, we ensure seamless design, sourcing, production, and delivery across three continents.

With a legacy built on innovation and collaboration, Essex Solutions remains the trusted global partner powering progress in mobility, energy, industry, and beyond.



Key Highlights



25%

CO₂ Reduction¹

Equivalent to the Sequestration Potential of 68,593 Acres of Forests Per Year²



9%

Renewable Energy Utilized

Equivalent to 6,130 Homes' Electricity Use for One Year³



10

Plants Achieved ZWTL to Date²



48,070 MT

Recycled⁴



4

Plants Achieved The Copper Mark Assurance Process

Globally Recognized Standard for Responsible Copper Production



ESG Program of the Year Award

Proudly honored by Assent for advancing sustainability within the industry



90%

of Total Supply Chain Surveyed for ESG Impact Upstream

1 Scope 1 and 2 emissions
2 EPA Greenhouse Gas Equivalencies Calculator
3 U.S. Energy Information Administration (EIA)
4 Internal audit, numbers not third-party verified

A Sustainable Future, Our Driving Force



First announced in 2021, *A Sustainable Future, Our Driving Force* continues to guide Essex Solutions in shaping the future of our business and the world around us. Nearly a century of expertise has taught us that progress and responsibility must advance together. Every decision, partnership, and investment we make is driven by a shared commitment to create a more sustainable future—one that meets the needs of today while safeguarding those of tomorrow.

Our Holistic Sustainability Program serves as the foundation of this commitment. It unites environmental stewardship, operational excellence, and social responsibility into one cohesive framework. The seven petals of our Holistic Sustainability program define clear and measurable action items that allow us to quantify our progress, celebrate success, and identify opportunities for continuous improvement. This approach not only influences how we innovate and collaborate, but also how we are leading the industry to help solve the complex environmental challenges facing the world today.

We are dedicated to being part of that solution—taking tangible steps to minimize our environmental impact, empower our people, and strengthen the communities where we operate.

At Essex Solutions, we are adapting to change as well as helping define what a sustainable manufacturing future looks like. This approach serves as our roadmap and our promise: to create lasting value for our stakeholders, and our planet.

Our Goals

Our goal is to be the recognized leader in creating sustainable solutions within the magnet/winding wire manufacturing industry globally. We expect to meet the needs of today as well as the future in order to support our customers and their ongoing sustainability efforts.

We plan to achieve these goals by aligning with five definitive objectives:

- > Achieving and maintaining Zero Waste to Landfill status at all facilities globally
- > Establishing and committing to utilizing Renewable Energy
- > Establishing and committing to Energy Reduction targets
- > Establishing and committing to Carbon Reduction targets
- > Establishing and committing to Water Conservation targets

INITIATIVE	3-YEAR GOAL (2023)	7-YEAR GOAL (2027)	10-YEAR GOAL (2030)
Zero Waste to Landfill (ZWTL)	Achieve ZWTL status at all of our plants globally	Monitor and maintain ZWTL operations globally	Monitor and maintain ZWTL operations globally
Renewable Energy¹	17% renewable energy utilized	27% renewable energy utilized	32% renewable energy utilized
Energy Reduction¹	3% energy reduction	6% energy reduction	10% energy reduction
Carbon Reduction²	N/A	N/A	Scope 1 and 2: 22.5% carbon reduction ³ Scope 3: 22.5% carbon reduction ³
Water Conservation²	N/A	N/A	5% reduction in water usage

¹ Utilized a 2019 baseline / ² Utilized a 2021 baseline / ³ SBTi validated



Zero Waste to Landfill

Continuing on a path to a sustainable future remains a focal point for Essex. Our effort to refine green production includes achieving Zero Waste to Landfill (ZWTL) across our magnet wire plants, rod and foundry facility, and chemical processing locations. For a plant to achieve ZWTL status, at least 98% of all waste leaving the facility must be diverted from landfill as well as from the downstream material management organization accepting the waste stream.

Progress

- > 10 plant locations have achieved ZWTL status¹



Energy Reduction

Energy reduction initiatives include all anticipated reductions from Essex plants' Scope 1 and Scope 2 energy sources (i.e., fuels and electricity) over the next 2027 and 2030 milestone years. All energy reduction calculations were benchmarked to production to show the facility's increase in energy efficiency to production.

Progress

- > Achieved 7% reduction in energy in 2024²



Renewable Energy

Essex defines renewable energy as clean energy that comes from natural sources or processes that are easily replenishable. Examples of renewable energy under investigation include solar, hydro, and wind power. Unlike our energy reduction goal, our renewable energy progress is based on total energy consumed. We are continually researching possibilities to implement renewable energy projects at each site, globally, to reduce our Scope 2 carbon impact as well as enable green energy production where feasible.

Progress

- > Utilized 9% renewable energy in 2024

¹ Internal audit, numbers not third-party verified
² Compared to 2019 baseline



Carbon Reduction

In establishing our Scope 1, 2, and 3 carbon reduction goals, Essex has clearly stated its intention to reduce greenhouse gas emissions across our global footprint. We now have a defined path to that reduction as an organization as well as in support of our customers' carbon reduction targets. Essex has established Science Based Targets following the Greenhouse Gas Protocol and aims to meet a 22.5% reduction of Scope 1 and 2 emissions and 22.5% reduction in Scope 3 emissions by 2030. In communicating these reduction targets and progress, Essex will be able to catalyze additional action—up and down the value chain—to reduce our holistic carbon impact on the planet.

Progress

- > Achieved 25% reduction in Scope 1 and 2 emissions in 2024³
- > Scope 3 emissions reductions under evaluation



Water Conservation

In acknowledging a responsibility to contribute toward solutions for global water scarcity, we have set water conservation goals for the company, benchmarked to production. By implementing sustainable practices and innovative technologies, the company aims to reduce its water consumption 5% by 2030 and minimize its environmental impact. Essex is focused on creating a positive and lasting impact on water resources by fostering partnerships with stakeholders and sharing best practices both internally and externally.

Progress

- > Achieved 0% reduction in water consumption in 2024³

³ Compared to 2021 baseline

Holistic Sustainability

Essex Solutions has a defined holistic sustainability approach for achieving a sustainable future. These seven petals represent specific and measurable action items that will help quantify successes and identify opportunities for improvement within the organization.





Accountability, Reporting, & Governance

At Essex Solutions, accountability is foundational to how we operate. We have established a comprehensive reporting process designed to ensure transparency for all stakeholders¹. Our commitment to sustainability and environmental stewardship is demonstrated through adherence to global directives and regulations, as well as the consistent communication of our data, goals, and progress. Our Sustainability Leadership Council provides cross-functional oversight over tracking impact reductions and advancing our long-term commitments to responsible governance and social responsibility.

Accountability

At Essex, we believe we have a responsibility to prioritize environmental preservation and enhance the well-being of the communities where we operate. This commitment goes beyond integrating sustainability into our business—it's about empowering each of our global locations to identify and address the unique needs of their local communities through meaningful action.

Community Development

Driven by a belief in the power of collective action, we aim to create a positive and lasting impact on the communities in which we operate. Through a combination of volunteerism and monetary contributions, the company actively invests in outreach efforts to support local initiatives.

Youth development is a common priority across many of our locations. While we sponsor a range of local youth activities such as athletics, we also recognize the importance of education and have forged partnerships with schools to support mentorship programs, educational resources, and provide financial assistance to help students overcome obstacles and reach their full potential.

In addition to supporting young people, the company is dedicated to addressing resource insecurity affecting communities. Our teams partner with local charities to donate food, clothing, and toys throughout the year. The company also hosts the Phenie Street Food Pantry on its Fort Wayne campus, which provides a vital resource for individuals and families who may not have access to sufficient food sources. The pantry is adjacent to a Little Library which aims to promote literacy by providing free access to books for readers of all ages.

In recognition of the vital role first responders play in keeping our communities safe, we proudly support local fire and police departments through ongoing donations and partnerships.

¹ Essex Solutions Inc. considers a stakeholder to be an individual or group that can affect or be affected by our business; or has a vested interest in the decisions made and implemented by our leadership teams. As a privately held company with a global footprint, stakeholders can include governments or regulators, joining board members, employees, customers, suppliers, and the communities surrounding our locations.

Accountability—cont.

Environmental Stewardship

Many of our locations have chosen to invest time and service to the beautification of the surrounding areas of the community. Annual tree planting initiatives aim to expand the green canopy around our facilities and have resulted in hundreds of native trees being planted to date. Our teams also organize community cleanups of nearby streets and rivers, reinforcing our shared responsibility to protect natural spaces. Through these efforts—and our continued focus on sustainability across our global footprint—Essex Solutions remains committed to reducing our environmental impact and contributing to a healthier, greener future for all.

Social Impact

In addition to the environmental stewardship and community development initiatives spearheaded locally by our plant teams, employees are encouraged to give back to specific causes that hold meaning to them.

- > **Dollars for Doers** | Essex supports the generous spirit of volunteerism showcased by our employees. In support of those individual passions, we will give to eligible 501(c)(3) organizations a grant matching the time donated to further support causes that are important to our team.
- > **Matching Gifts** | The Matching Gifts program offers employees the opportunity to receive a matching contribution for non-profit organizations. We will match employee contributions of \$25 or more, up to \$1,500 per employee, per calendar year.

Reporting

- > **Annual Report** | We remain committed to transparency through consistent communication with stakeholders. Our fourth annual sustainability report supports this commitment.
- > **Carbon Disclosure Project (CDP)²** | Since 2010, Essex Solutions has demonstrated its commitment to transparency by reporting metrics through CDP, a global platform for corporate climate disclosure.
- > **EcoVadis²** | Since 2013, Essex has reported to many customers through EcoVadis—an ESG assessment tool for evaluation of a company's integration of sustainability into its business.
- > **Environmental Certifications** | Many of our plants around the world have received environmental certifications. Details can be found in the Appendix.
- > **The Copper Mark Partnership** | The Copper Mark is an assurance framework to promote responsible production practices within the copper industry. Superior Essex, parent company of Essex, became the eighth corporate partner of The Copper Mark in May 2021.
- > **The Copper Mark Semis-Fabricator Pilot Certification** | In 2024, four of our North American plants achieved The Copper Mark Assurance Process—Fort Wayne, IN, Franklin, IN, Columbia City, IN, and Torreón, Mexico.

² Both CDP and EcoVadis are reported at the Superior Essex parent company level.

Reporting—cont.

> **UN Sustainable Development Goals Alignment** |

The UN SDG program was launched in 2015 as part of its 2030 Agenda for Sustainable Development and includes 17 Sustainable Development Goals. The program recognizes that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change and working to preserve our oceans and forests.

> **Holistic Sustainability Goals** | Essex is working towards achieving goals focused on reducing waste, energy use, carbon emissions, and water consumption while increasing renewable energy usage for the 2027 and 2030 milestone years.

Governance

Essex has earned the reputation of a company with the highest integrity—producing and delivering quality products with outstanding customer service. We are proud not only of what we are accomplishing, but of how we are achieving success. To protect this reputation, we continually strive to serve the best interests of our customers, employees, and all stakeholders, while behaving as a responsible corporate citizen. This commitment requires, among other things, that we act with the highest ethical and legal standards.

Our commitment to the highest standards of integrity begins with ensuring that everyone across Essex understands our core values—values that define how we conduct ourselves. These values are the foundation of our *Code of Ethics*. Additional information and guidance is available in our *Standards of Business Conduct*.



Governance—cont.

Policies



Supplier Code of Conduct

Our *Supplier Code of Conduct* establishes clear standards to ensure that working conditions in our supply chain are safe, that all workers are treated with dignity and respect, and that business operations are environmentally responsible and conducted with integrity. We require our suppliers to operate in full compliance with applicable laws, rules, and regulations—and to align with internationally recognized standards that advance social responsibility, environmental stewardship, and ethical business practices.



Human Rights Policy

Essex, including its subsidiaries, are committed to acting with integrity in everything we do. We are dedicated to conducting business in a manner that respects, protects, and supports the advancement of human rights around the globe. We strive to uphold the global standards outlined in the United Nations' Universal Declaration of Human Rights for responsible, integrity-based business, including non-discrimination, equal opportunity, the freedom to associate and bargain collectively, and the elimination of modern slavery, human-trafficking and child labor.



Conflict Minerals Policy

Essex, including its subsidiaries, supports the humanitarian goal of ending violence in the Democratic Republic of Congo (DRC) and is committed to the responsible sourcing of conflict minerals throughout its supply chain. Accordingly, Essex has adopted a conflict minerals policy and expects all of its suppliers to adopt a similar policy and meet the expectations set forth herein. In support of this policy, Essex will only purchase products that contain DRC conflict free minerals.³ Essex has conducted due diligence regarding all of the products it manufactures and distributes to determine the presence of any conflict minerals and where they are sourced.



Environmental Policy

It is the established policy of Essex to conduct its affairs in an environmentally responsible manner. We are committed to reducing the environmental impacts of our activities, products, and services to preserve and protect the natural environment including air, water, land and other natural resources.

³ "DRC conflict free" means that a product does not contain conflict minerals necessary to the functionality or production of that product that directly or indirectly finance or benefit armed groups as defined in SEC Rule 13p under the SEC Act of 1934.

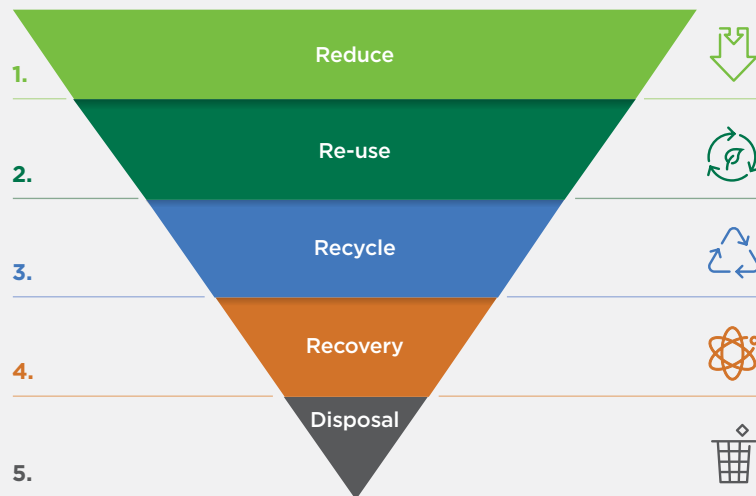
Governance—cont.



Waste Mitigation Hierarchy

Essex is committed to holistic sustainability and understands the responsibility to consider the potential impact our manufacturing processes may have on the environment.

To ensure all waste streams are handled responsibly, an annual Zero Waste to Landfill internal audit is conducted at each plant. Furthermore, we adhere to the following comprehensive steps for all waste reduction:



Pollution Mitigation Hierarchy

Essex established the following prioritized protocol in an effort to address potential impact of pollutants from our manufacturing processes and avoid biodiversity loss. It is a framework designed to reduce the negative impact of hazardous, non-hazardous, and inert waste on the environment as well as positively contribute to community health through avoidance, minimization, restoration, and offsets.

- > **Avoid** | By designing out—or substituting for—harmful chemicals and raw materials we can *avoid* potential negative impacts.
- > **Minimize** | Our ability to *minimize* pollutants emitted during the production of our products will also reduce potential impact on the surrounding areas.
- > **Restore or Rehabilitate** | Together, we can *rehabilitate* or *restore* impacted environmental areas and communities affected by pollutants.
- > **Offset** | As a last option, we attempt to *offset* any impacts that could not be mitigated through the first three initiatives.



UN SDG Partnership

Essex Solutions has aligned sustainability efforts with those of the UN Sustainable Development Goals, committing to 12 out of the 17 UN SDGs.¹ This partnership enables our organization to identify common purposes and opportunities for action with other stakeholders, while collaborating to achieve a better and more sustainable future for all.

¹ Committed at the parent company level as Superior Essex.





Zero Waste to Landfill

The Essex Solutions regional teams completed a Zero Waste to Landfill (ZWTL) assessment for 2024. The internal assessment found that four plants in North America, four in Europe, and two in the Asia Pacific region achieved a level required for ZWTL designation. Six of our plants were found to have 100% diversion rates.

Our facilities in North America maintained a cumulative diversion rate of 97% from the previous period. The seven locations combined to divert just over 34,000 MT of waste.

- > Franklin, Indiana (U.S.) maintained its 100% diversion rate for a fourth consecutive year.
- > The copper rod and foundry facility ECOR—improved its diversion rate, reaching 99.6%.

- > Torreón (Mexico) and Simcoe (Canada) both achieved a 98% diversion rate.
- > Fort Wayne, Indiana (U.S.) saw a diversion reduction down to 97%, losing its status, while the Chemical Processing Center in Fort Wayne, Indiana (U.S.) remained at 96%.
- > Additionally, the Franklin, Tennessee (U.S.) Magnet Wire plant was found to have a diversion rate of 86% on its ZWTL assessment.



European plants in Serbia, Italy, and Germany all maintained Zero Waste to Landfill status during the latest evaluation cycle.

- > Zrenjanin (Serbia) retained its 100% diversion rate for the fourth reporting year.
- > Bramsche (Germany) maintained its 100% diversion rate as well.
- > Bad Arolsen (Germany) dropped to 99% diversion rate.
- > Quattordio (Italy) achieved a 100% diversion rate.

The plants in the Asia Pacific region have had two locations retain the ZWTL status.

- > Kameyama (Japan) as well as Suzhou (China) both maintained the Zero Waste to Landfill distinction, each achieving 100% diversion for the third year in a row.
- > Malaysian plants in Penang and Kuala Lumpur continue to work toward achieving ZWTL status. Penang was assessed at 94% while Kuala Lumpur was under the threshold with 95%.

Cumulatively, Essex achieved a 98% diversion rate globally, thus achieving the Zero Waste to Landfill distinction while also diverting over 49,000 MT from the landfill.





Water Conservation

Essex Solutions is focused on defining a clear, responsible, and forward-looking path for holistic sustainability, recognizing that the landscape continues to evolve. As part of that effort, we set ambitious water conservation goals in 2023 grounded in our belief that protecting local water supplies is essential to the long-term health and resilience of the communities where we operate.

Since then, we have worked with our regional teams on individualized action plans to achieve our goals. Our Torreón, Mexico plant continues to implement a grey water project that has been so successful that local community leaders are investigating how it can be used for the municipality. A sidestream filter which aids in removing impurities and reduces water waste was installed at ECOR, our Copper Rod & Foundry Facility in Columbia City,

IN. Additionally, we have launched numerous projects across our global footprint related to our boilers and cooling towers for more efficient water use. We have also made metering and filtration upgrades.

Essex is driving those commitments forward through collaboration and active engagement. Working closely with local communities, governments, and industry partners, we are developing and refining water management strategies that deliver real progress. Despite a 0% reduction versus our 2021 baseline, we are fostering these partnerships and sharing best practices, in the effort to create lasting, measurable improvements for water resources worldwide.





Carbon Reduction Targets

Essex Solutions has set carbon reduction targets to provide our employees as well as partners with a clearly defined path to reduce greenhouse gas emissions as an organization. We believe that communicating our carbon reduction targets and progress will catalyze additional action up and down the value chain.

By 2030, we aim to reduce Scope 1 and 2 emissions by 22.5% from baseline year of 2021. Additionally, we are committed to reducing Scope 3 emissions by the same percentage within the same timeframe. These goals were validated by Science-Based Targets initiative (SBTi) in 2023. We are proud to announce a 25% reduction in Scope 1 and 2 emissions in 2024. This achievement is primarily attributed to strategic investments in renewable energy sources across China, Germany, Japan, and Malaysia.

As part of our commitment to sustainability, we conducted a comprehensive lifecycle assessment (LCA) on our continuously transposed cable (CTC) product. This assessment was performed using the cradle-to-gate method, ensuring a thorough evaluation of the environmental impact from the mine, throughout our entire production process until it leaves our facility.

As a company, we remain committed to driving sustainable practices across the wire and cable industry. By prioritizing renewable energy investments and implementing rigorous environmental assessments, we are taking proactive steps towards a greener future.

Scope 3 Emissions

We continue to analyze ESG data from our supply chain to better understand the impact on our Scope 3 emissions. By evaluating Scope 3 emissions, which encompasses indirect emissions resulting from our activities, the company gains a comprehensive understanding of its carbon footprint. This data-driven approach enables Essex Solutions to analyze the supplier information, hold stakeholders accountable, and allows us to make informed sourcing decisions.

Scope 3 emissions for the 2024 Year are currently under evaluation.





Responsible Sourcing

Essex Solutions is committed to advancing responsible sourcing practices across our operations, with a particular focus on copper and other key materials. Our approach emphasizes the pursuit of ethical, sustainable, and socially responsible procurement, while continuously strengthening transparency throughout our supply chain. We remain dedicated to assessing potential risks, identifying opportunities for improvement, and addressing information gaps, ensuring that progress and accountability are shared with all stakeholders.

Green Copper

As many of the markets we serve become increasingly interested in reducing carbon impact, we recognize the need for more environmentally friendly alternatives. While the supply chain is not yet equipped to meet the broad requests for “green copper,” we are encouraged by the many advancements being made both internally and externally.

Essex also stands out from its competitors by having a dedicated sustainability team committed to making sustainability a priority for the industry. We are ready to assist customers in navigating the new landscape of decarbonization and responsible resource use. By collaborating directly, we aim to provide tailored, reliable solutions that meet mutual sustainability objectives while ensuring the highest quality and performance standards.

Recycled Copper

- > We internally recycle all excess copper from magnet wire production at our North American plants at our ECOR Copper Rod & Foundry facility—similar recycling occurs globally. Many of our suppliers also recycle copper in their cathode production.

Low-Carbon Copper

- > Our customers in Europe are able to select a low-carbon cathode with less than 1.5kg of CO₂ emissions per kg—which is less than half of the global average presented by the International Copper Association (ICA).



Strategic Partnerships

The Copper Mark

- > The greatest influence on our carbon footprint is that of our supply chain and copper extraction. Guided by this data, we partnered with The Copper Mark in 2021 to better define what sustainable, responsible sourcing and production of copper products does to impact the value chain.
- > We expanded our partnership with The Copper Mark by participating in the Semis-Fabricator Pilot. In 2024, four of our North American facilities achieved The Copper Mark Assurance Process—Fort Wayne, IN, Franklin, IN, Columbia City, IN, and Torreón, Mexico.
- > Currently, 83% of the copper we source in North America is supplied from facilities which have achieved The Copper Mark and we are actively seeking additional sources globally. We are participating in the Chain of Custody Standard—which includes some of these certified stakeholders upstream, as well as stakeholders downstream.



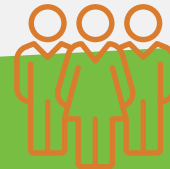
40

Suppliers
Surveyed



90%

of Total Spend
Represented



30%

Supplier
Response Rate



52%

Supplier ESG
Performance Score

MineHub

- > In an effort to improve efficiencies and reliability in our supply chain, we have invested in technology that improves logistics, provides increased predictive data, and aids in the reduction of—with the goal of eliminating—stockouts.
- > Our operating system tracks the progress of raw material shipments to our plants, which allows us to be proactive in addressing any potential supply chain issues before they affect us, and ultimately our customers downstream.

Assent

- > In an evolving Environmental, Social, and Governance (ESG) paradigm, we find it necessary to collect, aggregate, and report certain data related to sourcing activities.
- > We have contracted with a third party - Assent - to engage our most critical suppliers to collect and validate this information related to our supply chain.



Circular Economy

Essex looks at a circular economy as a system that tackles global challenges like climate change, waste, pollution, and biodiversity loss. In aligning that definition with our holistic sustainability program, we believe it will naturally create a system that improves the life cycle of our products, contributes to our carbon reduction goals, and pairs with our customers' values.

Recycled Copper

To help eliminate waste and reduce energy consumption from the mining of raw materials, we recycle excess copper from magnet wire production in our North American plants at our ECOR, Copper Rod & Foundry facility—and have similar processes in place for our locations globally.

Zero Waste to Landfill

Meeting our global Zero Waste to Landfill goals includes upcycling. There are byproducts in our production process that are diverted from landfills through partnerships with outside markets and industries that can re-use those materials.

Packaging

We regularly evaluate our packaging designs to meet the needs of our customers. That process can include reuse, refurbishment, or altogether rethinking our shipping methods—without sacrificing the security and strength required to keep products safe. It also allows us to inject additional sustainability efforts into that process.

One example of this packaging innovation comes from our teams in Europe and Asia who are embracing returnable, recycled plastic pallets which yield a higher quality, longer lifespan, and a lighter shipping weight over wooden options. Not only does this initiative support a more environmentally conscious supply chain, but this is also a significant step in promoting a closed-loop system of reuse and minimizing waste.



Sustainability Leadership Council

The Essex Solutions Sustainability Leadership Council (SLC) was established in 2021 to advance the initiatives of our Holistic Sustainability program and ensure that sustainability remains a guiding principle in every aspect of our decision-making. Comprising key stakeholders from across the organization—including Global Sustainability, Sourcing, HR, Marketing, Operations, IT, and R&D—the SLC brings together a diverse range of expertise and perspectives that reflect the global and interconnected nature of our business. This multidisciplinary team meets regularly to exchange insights, evaluate progress, and identify opportunities to strengthen our environmental, social, and governance practices. Through active collaboration and forward-looking dialogue, the SLC works to embed sustainability into strategic planning, operational priorities, and product innovation, ensuring that Essex Solutions continues to lead responsibly and deliver lasting value for all stakeholders.

In addition to the SLC, one subcommittee exists to focus on the key area of responsible sourcing.

Responsible Sourcing Subcommittee

As part of reducing our environmental impact, this subcommittee seeks to better understand the role that our supply chain plays in accomplishing our sustainability goals. It aims to reduce that impact by ensuring purchasing decisions are made in a responsible manner that considers the impact on the environment, and the community as well as ensuring quality and cost controls.

Led by the VP of Strategic Sourcing, this subcommittee also includes the Strategic Sourcing Analyst. The committee reports on the mapping of our supply chain, offers information on practices and performance, as well as investigates potential risks, opportunities for improvement, and information gaps in data.



More for the Future

Essex Solutions is proud of the steps taken since the launch of our holistic sustainability program and we are excited for that progress to continue long into the future. This annual report is a fundamental marker on our journey. The commitment to environmental, social, and corporate governance requires transparency, benchmarking, and remaining nimble in an ever-changing landscape.

Over the next year our program will evolve to include additional projects designed to meet our own expectations as well as the priorities of our customers. Several such plans include:

- > Perform additional Life Cycle Assessments (LCA's) to better inform the carbon impact from our products
- > Expand our ESG supply chain data collection to promote increased transparency
- > Investigate expansion of The Copper Mark certification at additional global facilities
- > Continue our investment in renewable energy
- > Increase our program focus to include more social impact projects
- > Adapt our reporting structure to meet international standards
- > Increase our program focus on promoting a circular economy
- > Expand the SLC to ensure a well-rounded program with leaders representing all business functions

Appendix

Resources

> Assurance Process

- GSI Environmental Inc.
- ARCHE Advisors

> Environmental Management System (EMS) Certification

- *ISO 14001-2015*
 - Bramsche (Germany) Magnet Wire Plant
 - Bad Arolsen (Germany) Magnet Wire Plant
 - Quattordio (Italy) Magnet Wire Plant
 - Zrenjanin (Serbia) Magnet Wire Plant
 - Kuala Lumpur (Malaysia) Magnet Wire Plant
 - Penang (Malaysia) Magnet Wire Plant
 - Suzhou (China) Magnet Wire Plant
 - Kameyama (Japan) Magnet Wire Plant
 - Torreón (Mexico) Magnet Wire Plant
 - Columbia City, IN (U.S.) Copper Rod & Foundry Facility
 - Franklin, IN (U.S.) Magnet Wire Plant pending, expected 2027

> Energy Management System (EnMS) Certification

- *ISO 50001-2018/2011*
 - Bramsche (Germany) Magnet Wire Plant
 - Bad Arolsen (Germany) Magnet Wire Plant
 - Zrenjanin (Serbia) Magnet Wire Plant

> Occupational Health and Safety Management System (OHSMS) Certification

- *ISO 45001-2018*
 - Suzhou (China) Magnet Wire Plant
 - Penang (Malaysia) Magnet Wire Plant
 - Zrenjanin (Serbia) Magnet Wire Plant
 - Quattordio (Italy) Magnet Wire Plant
- *JISHA OSHMS*
 - Kameyama, (Japan) Magnet Wire Plant

Visit our [website](#) and [LinkedIn](#) for the latest *Vision 2030* news and to track all our progress to date.

Appendix—cont.

Performance Data Tables¹—Environment

Energy

> Energy Consumption | MWh/MT

	2019	2022	2023	2024
Non-renewable Fuels Purchased and Consumed	1.383	1.330	1.325	1.240
Non-renewable Electricity Purchased	0.777	0.612	0.618	0.578
Total Non-renewable Energy Consumed	2.160	1.942	1.943	1.818
Total Renewable Energy Purchased or Generated	0.004	0.216	0.196	0.183
Total Energy Consumption	2.163	2.158	2.138	2.001

Water

> Water Usage and Utilization | cubic meters

	2021	2022	2023	2024
Total Water Withdrawn	539,155	600,052	642,014	657,758
Water Consumption	169,347	185,927	200,918	288,270
Total Water Discharged	369,808	414,125	441,096	369,488

¹ Values include air emissions, water usage, and energy consumption at our manufacturing locations only

² Following Greenhouse Gas Protocol Market-Based Approach

³ Third-party verified

Emissions

> Greenhouse Gas Emissions (GHG) | MT CO₂e

	2021	2022	2023	2024
Scope 1	94,965	86,769	81,320	83,580
Scope 2 ²	136,742	92,320	81,782	90,509
Scope 3	3,874,458	1,300,682	1,153,575	pending
Total (Scope 1 & 2) ³	231,707	179,089	163,102	174,089

> Air Emissions | MT

	2022	2023	2024
Organic Compounds	204	256	276

Waste

> Waste Diversion | MT

	2022	2023	2024
Recycled	21,825	43,331	48,070
Combusted	173	1,826	1,621
Landfilled	1,020	1,086	1,094
Total Diversion Rate	96%	98%	98%

Environmental Events

	2022	2023	2024
Reportable Spills or Releases of Hazardous or Toxic Chemicals	0	0	0
Number of Significant Environmental Events	0	0	0

Appendix—cont.

Performance Data Tables—Social

Employment

> Workforce Demographics

	2022	2023	2024
Number of Employees	2,128	2,171	2,464
Aged <30	19%	18%	15%
Aged 30–50	51%	51%	50%
Aged >50	30%	31%	35%
Total Women Employed	13%	12%	14%
Total Women in Leadership Positions ⁴	NC	NC	21%

Occupational Health and Safety

	2022	2023	2024
Total Sites Covered by an Occupational Health and Safety Management System	14%	14%	27%
Total Workplace Fatalities	0	0	0
Total Workforce Recordable Incident Rate ⁵	12.84	13.22	11.96

⁴ Managers and above

⁵ International Incident Rate

⁶ Environmental compliance costs and fees

Human Rights

	2022	2023	2024
Gross Human Rights Violations	0	0	0

Performance Data Table—Financial

Financial | USD

	2024
Disclosure of Payments to Government ⁶	269,033

Performance Data Tables—Supply Chain

Supplier ESG Metrics

	2022	2023	2024
Total Number of Suppliers	40	40	40
Percent of Total Spend	80%	90%	90%
Response Rate	29%	43%	30%

Supplier Performance Score

	2022	2023	2024
Environmental	42%	40%	40%
Social	74%	69%	63%
Governance	66%	66%	61%
Overall	60%	54%	52%



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