

Powering our growth,  
sustainably

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# A MESSAGE FROM OUR CEO

From the earliest days of my career in the automotive industry and later in the energy and infrastructure industries, sustainability has long been a focus in how companies support their customers while improving the health of their operations and the well-being of society.

Eaton has been no exception. Sustainability has been a long-standing priority at Eaton not only because it's good for the company – key to driving efficiencies and cost savings across the enterprise – but also because it's important to our customers, investors, communities and employees, all of whom are grappling to solve their own related challenges.

So, while the conversation around sustainability continues to evolve, its fundamental challenges and opportunities are enduring. Accordingly, in my first message to you as the leader of Eaton, I'm pleased to reinforce our company's commitments to sustainability and to fulfilling our role as a responsible global corporate citizen. And I'm proud to highlight the urgent and important work of our teams to meet our 2030 sustainability targets and to help our customers achieve their sustainability goals.

**At Eaton, we're guided by our commitment to improve the planet and the quality of life of its people.** And while we're proud of the strong progress we've made, we recognize we must evolve this work in response to the most current guidance from the scientific community – guidance that indicates companies like ours must do more to limit the increase in the earth's temperature to 1.5°C. So, in addition to reducing our greenhouse gas emissions by 50% by 2030, we've committed to becoming net zero by 2050 to align with the most current climate science.

We've also stayed focused on the steps we need to take to meet our objectives, certifying 83% of our manufacturing sites zero waste-to-landfill, nearing our 2030 goal of 100%, and 21% of our sites zero water discharge, far exceeding our goal of 10%. Since 2018, we've reduced our greenhouse gas emissions by 35%, steadily moving closer to our science-based target of 50%, and significantly exceeded our 2030

value-chain emission reduction goal of 15%, delivering a 34% reduction during the same period.

Our results are strong, and this is good news. Because we know that what's good for our planet is also good for Eaton and the people we serve.

Earlier this year, I shared my new growth strategy for the company, which is anchored by three pillars: **leading for growth, investing for growth, and executing for growth.** Our sustainability efforts are integrated into these pillars, with our intense focus on evolving to meet our customers' complex and dynamic needs defining how we lead at Eaton; energy efficiency requirements across the planet driving our investment in new, innovative power management solutions; and the world's focus on decarbonization guiding how we execute our operating strategy.

**"...what's good for our planet is also good for Eaton and the people we serve."**

At Eaton, we know that in a changing world, the need to operate sustainably will continue to grow, as will our customers' demand for smarter, resilient, efficient and sustainable solutions. So, to keep pace, we've made growth our priority. We're growing and evolving with our customers and all our stakeholders so that we can keep our promise to make the world safer and more sustainable, and to improve the lives of the people we serve.

Sincerely,

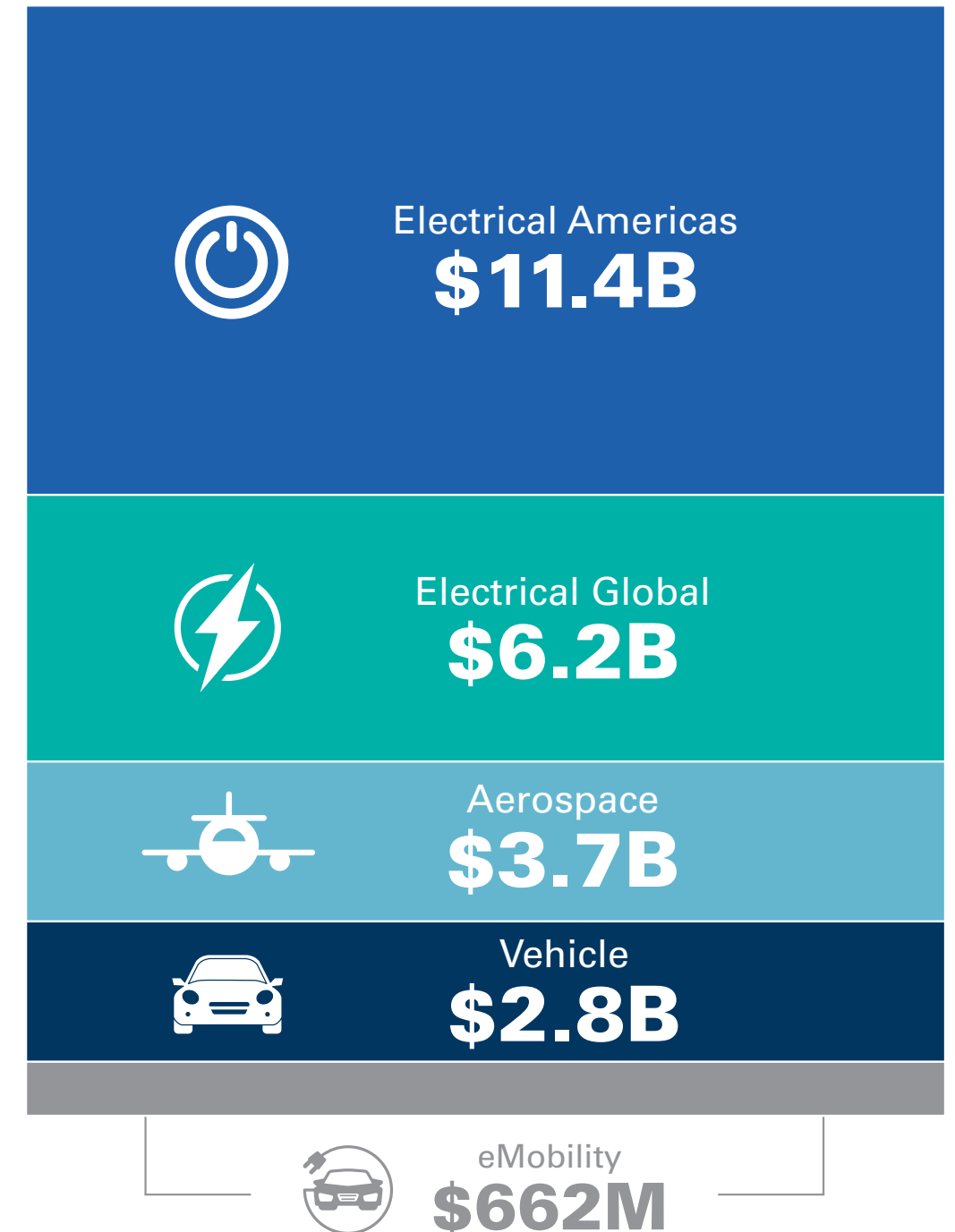
**Paulo Ruiz**  
Chief Executive Officer

## We make what matters work.

We're an intelligent power management company committed to improving the quality of life and the environment. Our products, technologies and services make a difference in the world.

- » **\$24.9B** IN NET SALES IN 2024
- » CUSTOMERS IN **160 COUNTRIES**
- » **94K EMPLOYEES** AROUND THE WORLD
- » ESTABLISHED **1911**
- » NYSE TICKER **ETN**

## SALES ACROSS BUSINESS SEGMENTS



## GOALS THAT MATTER

We have aligned our goals to the scientific limits that define a safe space for humanity and a just future for our people and nature. Limiting global temperatures to a level where humanity can flourish requires halving global carbon emissions by 2030 and net zero by 2050.

We are committed to improving quality of life and the environment while continuing to grow and create meaningful opportunities for our employees, customers and society. While we've made strong progress toward our 2030 Sustainability Goals, we recognize the need to evolve our commitments in step with the latest scientific guidance. That's why we are updating our carbon neutrality goal. Instead of only aiming for carbon neutrality by 2030, we are now committing to achieving net zero by 2050—a target validated by the Science Based Targets initiative (SBTi).

To stay on track, we will continue to pursue ambitious interim goals:

- Reduce Scope 1 and 2 emissions by 50% by 2030
- Reduce Scope 3 emissions by 58% intensity per value added by 2030 (measured as total Scope 3 emissions divided by gross profit)

These targets reflect our responsibility and commitment to sustainable growth.

Aligned with our vision to improve quality of life and protect the environment—and guided by our Code of Ethics, core values and commitment as a UN Global Compact participant—Eaton is dedicated to advancing the United Nations Sustainable Development Goals through our 2030 sustainability targets.



## OUR 2030 SUSTAINABILITY TARGETS



### Creating sustainable solutions

- 15% reduction in Scope 3 greenhouse gas emissions
- \$3 billion in sustainable research and development



### Reducing our footprint

- 50% reduction in Scope 1 and Scope 2 greenhouse gas emissions
- 100% manufacturing sites certified zero waste-to-landfill
- 10% manufacturing sites certified zero water discharge



### Engaging our employees and communities

- 80%+ employee engagement rating
- 12 hours training and development per employee per year
- 250,000 hours of volunteer time per year



### Doing business right and transparency

- 50% improvement in safety metrics
- Zero tolerance for human rights violations from suppliers
- Report material sustainability matters based on credible frameworks
- Disclose pay equity assurance results

# OUR 2024 SUSTAINABILITY DASHBOARD

We're making considerable progress in achieving our goals. Here are our most recent results:



Creating sustainable solutions

Sustainable solutions

**76%\***

**Goal:** Increase net sales from solutions that enable a more sustainable future

Sustainable R&D investment

**\$1.7<sup>B</sup>\*\***

**Goal:** Invest more than \$3 billion in R&D aligned with our Positive Impact Framework by 2030

Value-chain emissions

**34%** reduced since 2018

**Goal:** Reduce Scope 3 emissions from our solutions and value chain 15% (science-based target)



Reducing our footprint

Greenhouse gas emissions

**35%** reduced since 2018

**Goal:** Reduce Scope 1 and 2 emissions in our operations 50% (science-based target)

Waste

**83%** zero waste-to-landfill

**Goal:** Certify 100% of our manufacturing sites as zero waste to landfill

Water

**21%** zero water discharge

**Goal:** Certify 10% of manufacturing sites as zero water discharge



Engaging our employees and communities

Employee engagement

**84%**

**Goal:** Achieve and maintain employee engagement scores of 80% or higher

Training hours

**13**

**Goal:** Commit to 12 hours of employee development and training per employee, per year

Volunteer hours

**104,905**

**Goal:** Record 250,000 hours of employee volunteer time annually



Doing business right and transparency

Safety results

**.39**

**Goal:** Achieve Total Recordable Case Rate (TRCR) of 0.25

**.17**

**Goal:** Achieve Days Away Case Rate (DACR) of 0.15

Suppliers

**97%**

**Goal:** Suppliers representing 100% of supplier spend have affirmed our Code of Conduct

Pay equity



**Goal:** Share our pay equity assurance results. Details at Eaton.com

Report material sustainability matters based on credible frameworks.

\* Net sales were from sustainable solutions that enable the energy transition, digitalization, industrial automation, EV charging, electrification of transport and grid resilience and stability.

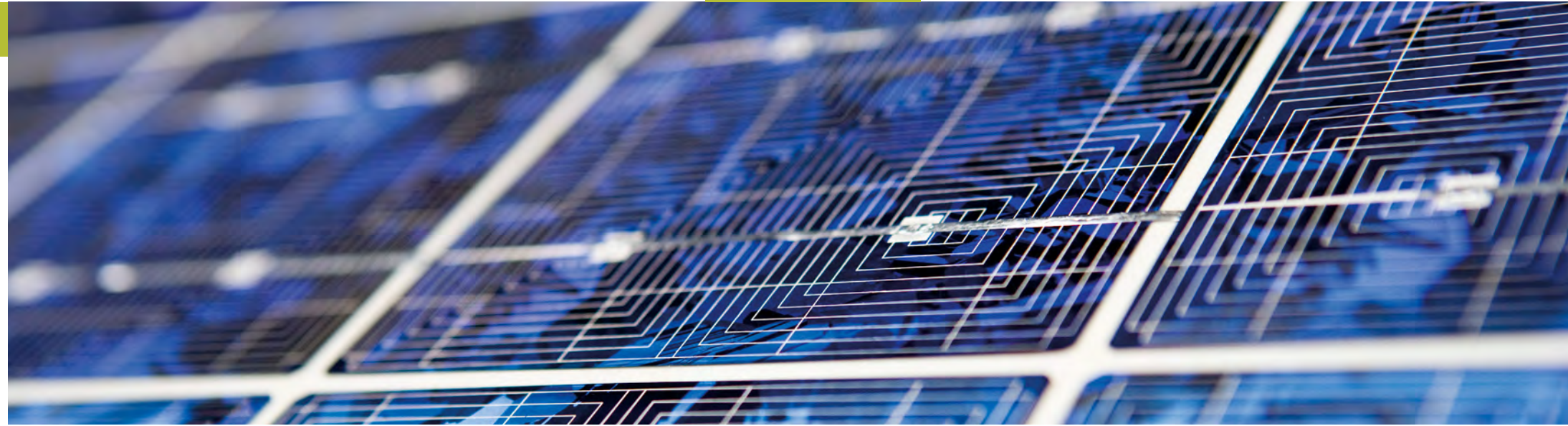
\*\*Sustainable R&D represents an estimate of our R&D spend that aligns with certain aspects of our Positive Impact Framework and other similar investments.

# Environment

**08** CREATING SUSTAINABLE SOLUTIONS

**11** REDUCING OUR FOOTPRINT

# ENVIRONMENT



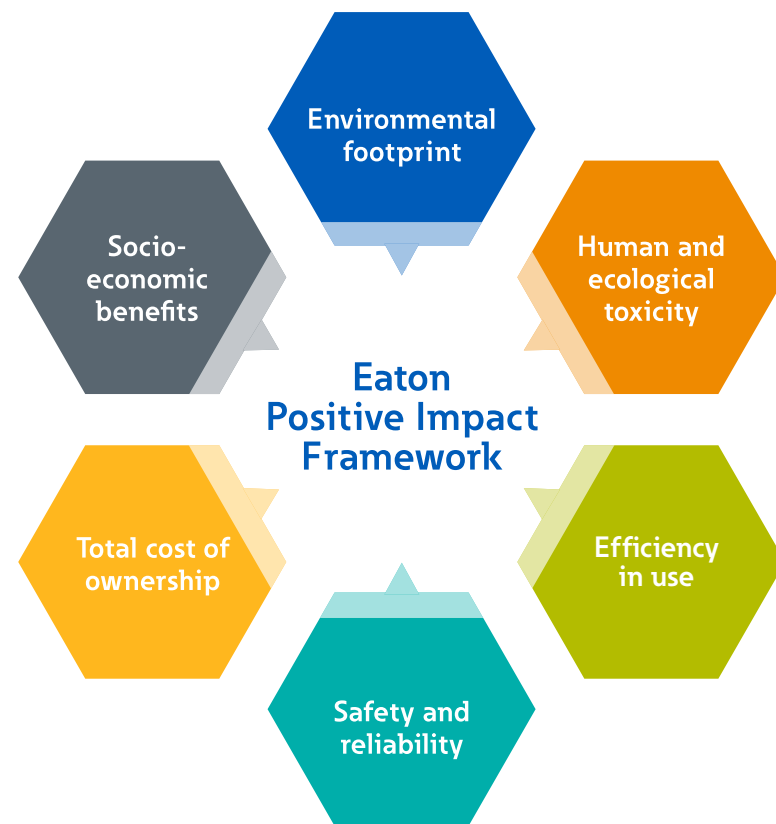
At Eaton, we power solutions for global change in a world that needs smarter, more efficient and more sustainable power management solutions. Companies and communities alike depend on Eaton to solve some of the planet's toughest power management challenges. That's a responsibility we take seriously—because we owe it to future generations to leave the world a safer and more sustainable place to live.

## Creating sustainable solutions

Around the world, Eaton solutions help solve global sustainability challenges and allow our customers to meet their ambitious climate action goals. Eaton engineers design solutions that enable our customers to conserve resources and make smart energy decisions. That's why we've committed to spending \$3 billion on sustainability research and development by 2030.

## Positive impact products

Eaton's sustainable innovation is driven by our award-winning Positive Impact Framework. We use the six dimensions of our Positive Impact Framework to design solutions that deliver a range of sustainability benefits, including reduced environmental impact, increased use-phase efficiency, safety and reliability.



## Shifting our portfolio

- Circularity, resource efficiency, manufacturing efficiency, reduced carbon footprint
- Beyond regulation, elimination of substances of concern
- Consume less energy, higher energy efficiency, lower weight, long life, emissions reduction
- Increase the safety of the customer or end user
- Reduce costs to customer from energy savings, lower maintenance or operational expense, productivity gains
- Advance at least one of the U.N. Sustainable Development Goals

Investment in R&D aligned with our Positive Impact Framework since 2020:

# 1.7B

CDP Climate  
**A rating**

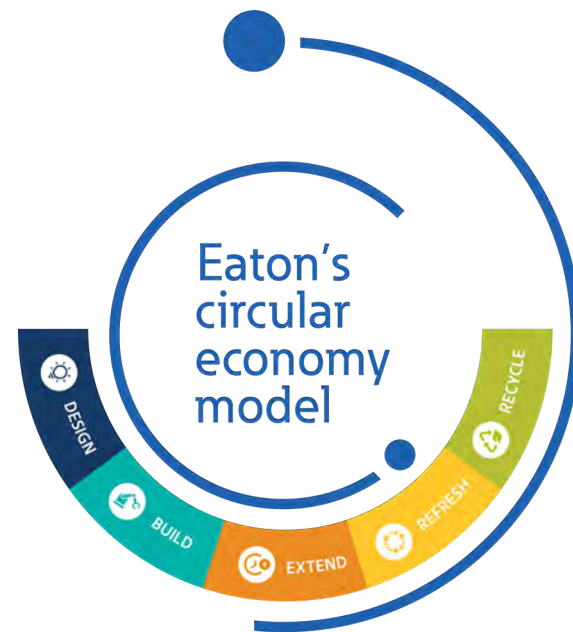
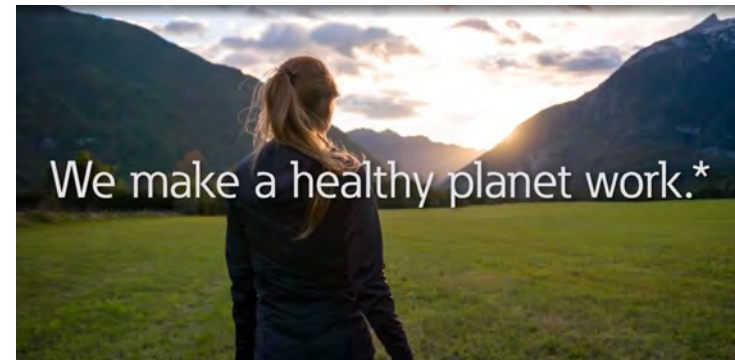
# 76%

of 2024 sales were from solutions that enable a more sustainable future

## CREATING SUSTAINABLE SOLUTIONS

### Circular mindset

By applying a circular mindset, we're transforming the way we design, manufacture, maintain, refresh and recycle products. Our approach creates new possibilities to do more with less, so you can reach your sustainability goals faster, increase resource efficiency, maximize economic benefits and boost operational resilience. Across our businesses we are designing for circularity, refreshing and refurbishing products to extend their lifetime and providing opportunities to recycle properly at the end of life. [Learn more.](#)



### Repairing versus replacing in our Aerospace Group

Eaton's ducting repair solutions provide a reliable, cost-saving alternative to buying new replacements to help customers maintain engines and airframes in top condition. We repair pneumatic, fuel, oil and breather ducts, tubing and related products regardless of manufacturer. By leveraging Eaton's advanced manufacturing and materials expertise, we're also able to perform more complex repairs and develop repairs not on the market. Repairing and recycling versus scrapping is a more sustainable option that helps reduce landfill waste and carbon emissions associated with manufacturing new parts. [Learn more.](#)

### UPS battery recycling

Batteries are the most critical component of a reliable UPS solution. Ensuring the infrastructure is in place to service and replace batteries when required for long-term maintenance is a key offering required to deliver a top-of-the-line UPS solution. Eaton recognizes the importance of reducing its environmental footprint and pushing green initiatives, and so is working to be a market leader by driving these initiatives and providing these services. For small, single-phase UPS batteries, Eaton has partnered with Call2Recycle to lead the charge in recycling end-of-life battery packs. [Learn more.](#)



### Electrification: Powering the next generation of transportation

From airplane motion control technologies to electric vehicle (EV) transmissions, we're dedicated to developing innovations that accelerate vehicle electrification today and tomorrow. Our engineers use material and process combinations to reduce weight, eliminate potential part failure points and enhance product features. We're equipping the aerospace, passenger and commercial vehicle industries for success.

### Introducing higher power fuses for electrified commercial vehicles

Eaton is now offering a portfolio of fuses for commercial electrified vehicles (EVs), which require greater power than passenger EVs. Electrified vehicles are propelled by electric motors, which are cyclic and need to perform in harsh environments. This means the fuses must be able to handle such conditions and the vehicle's vibrations. Eaton Bussmann series fuses can handle up to 1,400 amps and 900 volts and can be tailored to customer specifications. [Learn more.](#)



### Helping the University of Notre Dame build new EV charging network

Eaton is providing its Green Motion Building chargers to help Notre Dame provide safe and reliable EV charging across its campus. The charging stations can be monitored and optimized using Eaton's Charging Network Manager software, which is included with the chargers. The software helps streamline installation and enables Notre Dame to remotely oversee its charging stations, manage access control and monetization, and reduce costs with load management from a single, intuitive dashboard. The project will enable Notre Dame to meet growing demand for EV charging across its campus and accelerate progress toward its goal of achieving carbon neutrality by 2050. [Learn more.](#)

## CREATING SUSTAINABLE SOLUTIONS

### Energy optimization

As energy flows through the grid bi-directionally and through more devices than ever before, our approach allows homeowners, businesses and communities to reduce the environmental impact of energy. We help customers safely add more renewables, storage and electric vehicle infrastructure to their energy mix—to become more sustainable and resilient while lowering energy costs. Our Everything as a Grid™ approach is shaping a future where homeowners and businesses can reduce the cost and environmental impact of energy. [Learn more.](#)



### xStorage system accelerates decarbonization and electrification across North America

In 2024, Eaton launched the xStorage battery energy storage system (BESS) to accelerate decarbonization projects and maximize the impact of onsite renewables. By providing the ability to strategically dispatch stored energy and operate independently from the electric grid, the solution can help communities and businesses reduce energy costs, lower carbon emissions and maintain power during utility outages. The interoperable xStorage BESS transforms facilities from loads on the grid into intelligent energy assets by accumulating energy from onsite generation sources and discharging the energy strategically to make the biggest impact. [Learn more.](#)



### Helping our customers reach their sustainability goals

Eaton was selected to help Dallas Fort Worth International Airport (DFW) build its innovative electric Central Utility Plant, which aims to help DFW achieve its ambitious net zero carbon emissions goal by 2030. The central utility plant is planned to be fueled primarily by electricity the airport purchases from 100% renewable sources and will provide additional capacity to address future heating and cooling demand as the airport grows. [Learn more.](#)

### Digitalization: New connections optimize energy consumption

Digital innovation can be leveraged to make smarter business or personal energy management decisions. It's the transformation of the data from appliances, equipment or processes into actionable insights that help consumers and businesses drive new efficiencies, maximize uptime and manage their energy footprint.



### Eaton's industry-first AbleEdge smart breakers simplify home electrification

Eaton's AbleEdge smart breakers transform loadcenters into smart panels without the need to replace existing panels or increase utility service capacity, optimizing energy use and reducing costs. This technology has been the catalyst for additional collaborations with companies like Tesla for seamless integration with its Powerwall and with Lunar Energy for load management. Additionally, Eaton worked with Treehouse and its AI-powered software and end-to-end installation capabilities to help expedite electrification at home with EV charging, energy storage, heat pumps and more. With AbleEdge smart breakers, Eaton is making electrification and decarbonization more accessible and affordable. [Learn more.](#)



### Eaton SmartRack Modular Data Center enables easy configuration ideal for edge environments

The continued growth of edge computing—bringing computation and data storage physically closer to the data source—has led to new interest in distributed artificial intelligence (DAI). With this shift, demand is ramping up for small data centers that can help organizations speed deployment cycles, lower costs and optimize capacity. Eaton's new SmartRack® Modular Data Center addresses the unique and multifaceted requirements of these edge locations with a modular solution that can be rapidly configured and deployed in light industrial and other non-traditional computing environments. [Learn more.](#)



### LEADING THE CONVERSATION ON SUSTAINABLE AVIATION FUEL

The role of Sustainable Aviation Fuel (SAF) in reaching net zero: Key questions answered by Eaton's own Jeff Skinner, director of engineering, fuel and motion control, and Frank Crawford, chief engineer, fuel systems. [Learn more.](#)



### LEADING THE CONVERSATION ON DIGITAL TRENDS

Eaton commissioned S&P Global Market Intelligence to survey digital transformation leaders from the data center, utilities, buildings and manufacturing sectors in North America, Europe and the Middle East. The findings of the study, detailed in the second Eaton Brightlayer research report, show the ways new technologies like AI are affecting digitalization efforts. [Learn more.](#)

## REDUCING OUR ENVIRONMENTAL FOOTPRINT

At our sites around the globe, we are focused on reducing energy consumption and decarbonizing our energy supply, and have committed to rigorous, defined targets to reduce waste and water use.

One of our critical sustainability goals is to help mitigate climate change. We have identified several innovative ways to promote resource use reduction that not only limit emissions and our consumption of resources, but also lower our cost of production.

### Reducing greenhouse gas emissions

We are driving actions to decarbonize our emissions and advance a net-zero future. According to the IPCC, to avoid the most catastrophic impacts of climate change we must limit global warming to 1.5°C and reach net-zero global carbon emissions by 2050. Our greenhouse gas reduction targets put us on a pathway that is aligned with reaching this target and have been approved by the Science-Based Targets initiative (SBTi).

Our goal is to reduce greenhouse gas emissions from our operations by 50% by 2030 and become net zero by 2050. We will achieve this by reducing the carbon intensity of our Scope 2 emissions from purchased electricity and reductions to our Scope 1 direct emissions from natural gas, fleet emissions and process fuels.

We have reduced our greenhouse gas emissions by

# 35%

since 2018

We have reduced our energy consumption by

# 18%

since 2018



### Eaton completes first-of-its-kind clean energy project in Puerto Rico

In 2024, Eaton cut the ribbon on a significant clean energy project at its Arecibo, Puerto Rico, manufacturing facility where the company makes circuit breakers used in homes, buildings and industrial applications. The size of the clean energy microgrid

system deployed by Eaton and Enel North America is a first in Puerto Rico, substantially reducing the facility's carbon footprint, boosting energy resilience and bolstering community infrastructure. Eaton also implemented efficiency measures using its intelligent power management technologies to reduce its energy footprint. The project will drive a 45% reduction in energy consumption at the plant, cut emissions by 7,100 metric tons annually and will reduce costs by nearly 20%. [Learn more.](#)



### Increasing solar energy in APAC

Eaton sites in Changzhou, Shanghai, Pondicherry and Pyungtek had solar panels installed throughout 2024, significantly contributing to our carbon reduction efforts. These new solar panels have generated over 500K kWh per year, with a greenhouse gas reduction of 276 metric tons CO<sub>2</sub>e. [Learn more.](#)

Our goal is to reduce Scope 1 and 2 emissions by

# 50%

by 2030



### Zero waste-to-landfill

Our waste philosophy at Eaton centers around four key pillars: reduce, reuse, recycle and repair. Our process starts with eliminating waste streams before they reach our facilities and then engaging partners to help us divert our remaining waste from landfills. Our focus on waste reduction is a critical part of moving to a circular economy—one that is aimed at eliminating waste and making the best use of natural resources.

We implement a zero waste-to-landfill certification program, which is awarded to sites that consistently achieve a landfill waste diversion rate of 98% or more through either reuse, composting, recycling or incineration with energy recovery. Each of Eaton's zero-waste sites are subject to an audit process that includes verifying conformance to our definition and ensuring proper tracking and oversight practices are maintained.

Our goal is to certify

# 100%

of our manufacturing sites zero waste-to-landfill by 2030

By the end of 2024,

# 83%

of our manufacturing sites were zero waste-to-landfill

## REDUCING OUR ENVIRONMENTAL FOOTPRINT

We have reduced our landfilled waste

# 64%

since 2018

### Transitioning to green steel to reduce carbon and waste

Eaton continues to accelerate its sustainability journey by transitioning to greener, high-performing electrical steel to manufacture transformers, resulting in a significant reduction in carbon emissions and material usage. Eaton is using a steel grade that allows us to take more material out of our designs. This steel both has a lower carbon footprint and helps us decrease total volumes needed per product. Today, roughly 43% to 50% of the electrical steel Eaton purchases is Electrical Arc Furnace steel, the greenest melt technology available. The company uses this steel in a range of products including its switchgear and its three-phase, one-phase and dry type transformers. Our transition to low-carbon electrical steel has helped us eliminate 7 million pounds of material and reduce 6,000 metric tons of GHG emissions annually from our value chain.

By the end of 2024,

# 21%

of our manufacturing sites were certified zero water discharge, far exceeding our goal

### Segregating wastes to reduce landfilling

Four years ago, our Pondicherry, India, site sent 13% of its waste to landfill. Determined to improve, the team took a proactive approach—carefully segregating waste to distinguish what truly needed to be landfilled from what could be reused or recycled. They explored eco-friendly disposal options, including working with scrap dealers, and successfully reduced landfill waste to just 2%. This not only minimized environmental impact but also delivered cost savings. In addition, the team tackled packaging waste by reusing cartons instead of discarding them, further reducing overall waste and reinforcing a culture of sustainability through smart, practical solutions.

Our goal is to certify

# 10%

of our manufacturing sites zero water discharge by 2030



### Water stewardship

To reduce freshwater consumption as much as possible and to ensure that water is used responsibly, we look for ways to treat water once it has been used and reuse it in downstream processes. We recognize that the water we use at our own facilities is a shared resource. And while our processes are not particularly water intensive, water is critical to many of our operations and our communities. Each of our sites must maintain up-to-date water maps and documentation of the following sources: water intake; water use; and wastewater generation (including noncontact cooling water). We implement a zero-water discharge certification program where sites must consistently achieve an industrial wastewater discharge rate of 2% or less. Certified sites must manage industrial wastewater in a beneficial manner so that at least 98% of water is recycled and reused.

### Sites get creative to realize water savings

Our Los Angeles, California, site has reduced its water consumption by more than 50% since 2018, down to less than 6000 m3 of water used in 2024. This was completed by eliminating a step in washing parts, removing a decorative fountain and adding xeriscaping (a systematic method of promoting water conservation in landscaped areas), and installing low-flow toilets and fixtures as well as waterless urinals. In addition, they installed a high-efficiency closed-loop chilling system and removed evaporative cooling towers.

### Reducing water usage by optimizing cooling systems

Our site in Gummersbach, Germany, optimized their cooling water system and reduced the amount of water used by over 50%. The system checks in real-time if groundwater or water from the creek has a higher temperature and uses the better option. In addition, the system can switch off pumps quickly if they are not needed.

# Social

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VOLUNTEERING AND CHARITABLE GIVING
- 15 SUSTAINABLE SUPPLY CHAIN

## ENHANCING THE EMPLOYEE EXPERIENCE

### Engaging our employees and communities

Our mission is to improve the quality of life and the environment through the use of power management technologies. But we cannot improve society without also looking inward. Our employees care about creating a better and more sustainable world. A fully engaged workforce is essential to building a happier, more satisfied workforce. No one person or single company can advance sustainability initiatives alone. It takes a culture of awareness, inclusion and engagement.

### Cultivating an inclusive and engaged workforce

We recognize there are many differences among employees, customers and our global business partners and we believe when we embrace the different ideas, perspectives, backgrounds and experience that make each of us unique, we—as individuals and as a company—are stronger. As the world shifts around us, our employees' creativity, passion for the work they do, and deep commitment to improving the lives of others are driving innovation across our company, making it possible for us to meet the needs of our customers and stakeholders. We are united in our commitment to living by our values and fostering an environment where every individual knows their voice matters and that they can contribute and grow with Eaton. And we remain committed to putting diverse perspectives to work, today and in the years to come, to benefit all those we serve.

### Talent attraction and development

It is Eaton's policy to make all decisions regarding employment, including hiring, compensation, training, promotions, transfers or layoffs, based on the principle of equal employment opportunity and without discrimination. We actively work to strengthen our talent pipeline. The backgrounds, experiences and skills of all our employees create a rich pool of ideas and perspectives that enable higher-performing teams that drive innovation and deliver greater results. Today's workforce expects meaningful and engaging work—with opportunities to grow and flourish. That's why one of the pillars of our sustainability strategy is enlisting and leveraging our employees to multiply our positive impact.



### Brazil hosts Inclusion and Diversity Week to celebrate all Eaton iERGs

Eaton has eight iERGs (inclusion Eaton Resource Groups) that are open to all employees. iERGs hold signature events throughout the year to celebrate the diversity of all employees. Across all sites in Brazil, teams hosted a variety of activities and learning opportunities, with each day focusing on a different iERG. Groups of employees from all backgrounds joined in the event, helping to boost team engagement and strengthen employee culture.



A recognition moment happens every

**39** seconds

at Eaton through our E-STAR recognition program

Of employees who participated in our biannual survey

**86%**

say they are proud to work at Eaton

**13** Training hours per employee in 2024

## VOLUNTEERING AND CHARITABLE GIVING

### Volunteering and charitable giving

We strive to help the communities in which we operate become vibrant places to live and work. We serve many communities around the world, and our employees' skills and ideas are a reflection of them. We are proud to be active participants in our local communities, and our ultimate goal is to bring tangible and sustainable benefits to the places in which we live and work around the world.



### Planting trees for World Soil Day in Torrance, CA

In honor of World Soil Day, the Eaton Torrance team partnered with Tree People to make a meaningful contribution to the local community of South Gate.

By providing a generous grant of \$10,000 and coordinating a volunteer event, the team demonstrated their commitment to environmental sustainability and community support. During the event, the team planted 18 15-gallon trees, built berms, mulched and installed tree stakes. These efforts will help combat climate change and provide much-needed greenery in areas facing economic hardship.



### Cleaning up the local parks in Sremska Mitrovica, Serbia

Our team in Sremska Mitrovica, Serbia, organized an event to clean their local park. A total of 24 colleagues participated,

and together they made their community in Sremska Mitrovica a greener and more beautiful place to visit.

# VOLUNTEERING AND CHARITABLE GIVING



## Building houses for Habitat for Humanity in South Korea

Our team in Pyungtek, South Korea, has made a meaningful impact by contributing over 100 volunteer hours to Habitat for Humanity Korea, helping build homes for families in Cheonan City. In addition to their time and effort, the team secured financial support for Habitat for Humanity through the Eaton Charitable Fund. This fund is dedicated to enhancing the quality of life in communities where we operate. Through their dedication, our Pyungtek employees are not only constructing homes—they're building a stronger, more connected community. Their efforts are part of a broader culture of service, where Eaton employees across the region volunteer their time and champion local causes with pride and purpose.

We increased volunteer hours

# 40%

in 2024 over 2023

# 104,905

Hours our employees volunteered in their communities in 2024

# \$12M

The amount of our 2024 charitable contributions



# SUSTAINABLE SUPPLY CHAIN

## Sustainable and ethically managed Supply Chain

At Eaton, we care about creating a sustainable and ethically managed supply chain. We require suppliers to certify compliance with our Supplier Code of Conduct, which is part of our standard terms and conditions. In 2024, we updated the Code to reinforce commitments to responsible sourcing—including conflict minerals—ethical business practices, and standards for labor, human rights, safety, quality, and the environment. The update also requires suppliers to offer confidential reporting channels and grievance mechanisms.

### Eaton's supply chain deemed "most resilient" by Resilinc

For the third year in a row, Eaton ranked in the top 10 of Resilinc's "Most Resilient Suppliers in High-Tech Industry." This award means that Eaton has one of the best supply chain risk and resiliency programs in the world as calculated by Resilinc's R Score®. The R Score® is a risk-scoring system that assesses and measures a company's supply chain resiliency based on specific metrics. These key metrics include performance, network resilience, transparency, continuity of supply, and risk program maturity. [Learn more.](#)

We've earned an

# A rating

from the CDP for four straight years for supplier engagement

Suppliers representing

# 97%

of supplier spend have affirmed our Code of Conduct



## SUSTAINABLE SUPPLY CHAIN

### Creating equal opportunities for small or disadvantaged suppliers

Our suppliers are our business partners, and it is important that these partnerships reflect the communities where we live, work and serve. Engaging with small or disadvantaged suppliers also allows for innovation and adaptation to changing market conditions and customer needs.

At Eaton, we are dedicated to fostering an intentionally inclusive, non-discriminatory supply chain. Our strategy is centered on forging strategic partnerships with top performing companies that not only excel in their respective industries but also align with our values and support the sectors we operate in.

Spent over

# \$1B

with small or disadvantaged suppliers in 2024

Eaton spent over \$1 billion with small or disadvantaged suppliers again in 2024. This represented a slight increase in spend with both women-owned and veteran-owned businesses. We continue to strengthen our supplier diversity program, purchasing over \$2 billion in goods and services from small and disadvantaged suppliers. Our spend with small or disadvantaged suppliers represented 36% of our overall spend with U.S. suppliers.

We continue to leverage our relationships with multiple certifying agencies to identify potential small or disadvantaged suppliers.

Purchased over

# \$2B

in goods and services from small or disadvantaged suppliers in 2024

In addition to our efforts with our Tier 1 suppliers, Eaton supports a Tier 2 Program through which we work with our suppliers to create more opportunities for small or disadvantaged businesses.



# 36%

of supplier spend in the U.S. with small or disadvantaged suppliers



# Governance

**17** DOING BUSINESS RIGHT  
BOARD AND SENIOR LEADERSHIP TEAM  
ETHICS AND COMPLIANCE

# GOVERNING WHAT MATTERS

Progress in meeting ambitious sustainability objectives doesn't happen without express leadership support and a strong organizational foundation in place. At Eaton, our Board, audit and governance committees have increased responsibility over our comprehensive ESG strategy and sustainability is embedded at all levels of the organization. This has enabled us to make considerable strides toward advancing our goals.

Eaton's Sustainability Executive Council is chaired by our chairman and chief executive officer and also includes senior leaders responsible for developing our ESG and sustainability strategy and initiatives.

## Sustainability Executive Council



## Ethics and compliance

Our commitment to ethics and compliance is an essential part of doing business right. Because the way we achieve our results is as critical as the results we deliver, we strive every day to drive ethics and compliance to the center of the business. This begins with a strong tone at the top, which we work to cascade throughout the organization.

Our philosophy is simple: we all own ethics. We believe that every Eaton employee plays a role in creating and sustaining an ethical culture. And we expect all employees to do the right thing every time. In 2024, we were named one of the World's Most Ethical Companies for the 13th time.

We also launched our Global Ethics Ambassador program in 2024, another profound recognition of our connectedness. Employees from around the globe volunteered to participate, united by a fundamental belief that we must regularly discuss ethics and continue driving ethics to the center of our business.

## Celebrating Ethics!

Eaton once again celebrated Ethics Week by asking employees the personal and powerful question, "How do you lead with integrity?" Throughout the week, we wove ethics into our meetings and explored what it means to do business right. We also launched our inaugural "Most Ethical Contest," encouraging employees to express their creativity through pictures and videos. It was a memorable week and underscored our ongoing commitment to upholding our standards and ensuring we make the right decisions every day.

In 2024, Eaton employees spoke up by reporting

**2,355**  
matters

through our whistleblower hotline and reporting channels

## Eaton Business System

How does a company our size and breadth accelerate growth and improve performance? By mobilizing the power of the enterprise around a shared culture and unified practices. The Eaton Business System (EBS) is our culture in action, and its foundation is a single vision, shared set of values and common philosophy. Its purpose is to help us harness the scale and breadth of our business to effectively work as an integrated operating company. Its standard set of processes enables us to be more efficient, share best practices and work more effectively as one Eaton.

A company's sustainability strategy must be baked into its business processes to be successfully executed. EBS ensures that we transfer best practices and key learning across the organization and it encourages continuous improvement. It is a source of competitive advantage and, when effectively deployed, leads to superior performance.



## AWARDS AND RECOGNITIONS

BEST PRACTICE INSTITUTE  
**Certified as a Most Loved Workplace  
 by the Best Practice Institute**

CHARITIES INSTITUTE OF IRELAND  
**Finalist - Corporate Charity Partnership  
 of the Year**

DISABILITY:IN  
**Best Place to Work for Disability Inclusion**

CARBON DISCLOSURE PROJECT  
**A Climate**

ETHISPHERE  
**World's Most Ethical Company**

EXTEL  
**Most Honored Company**

FINANCIAL TIMES  
**FT Diversity Leader**

FORBES  
**World's Best Employers 2024**

FORTUNE  
**World's Most Admired Company**

GREAT PLACE TO WORK  
**Great Place to Work Certification**

MILITARY FRIENDLY  
**Military Friendly Gold Award for 2024**

NATIONAL INCLUSION BUSINESS  
 CONSORTIUM  
**Top 50 Best-of-the-Best Corporations  
 for Inclusion**

NEWSWEEK  
**America's Most Loved Workplaces**

TIME  
**World's Best Company 2024**

TIME MAGAZINE  
**World's Most Sustainable Companies of 2024**

U.S. VETERANS MAGAZINE  
**Best of the Best Employers for Veterans**

*[Awards list not exhaustive]*



# ESG Disclosures Contents

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## BASIS FOR THE PREPARATION

### General reporting standards and principles

Eaton's 2024 Sustainability Report covers material sustainability matters consolidated for Eaton Corporation plc and includes data and activities that occurred within the calendar year 2024. Eaton's disclosures are informed by leading sustainability reporting frameworks, such as the Greenhouse Gas (GHG) Protocol, the Science Based Targets initiative (SBTi), the Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI) Standards. We accounted for the International Sustainability Standards Board's (ISSB) and the International Financial Reporting Standards (IFRS, S1 and S2), which is inclusive of the Taskforce on Climate Related Financial Disclosures (TCFD) framework. Additionally, the report was informed by guidance from the European Financial Reporting Advisory Group's (EFRAG) European Sustainability Reporting Standards (ESRS) framework and includes a number of the data points included in the ESRS frameworks as aligned to the other leading sustainability standards.

In its 2023 Sustainability Report, Eaton had started to align its disclosures to the European Union's Corporate Sustainability Reporting Directive (Directive (EU) 2022/2464) ("CSRD") and the CSRD reporting framework published under this directive and this level of alignment continues in this year's report. However, we have not taken steps to introduce further alignment with the CSRD given the announcement by the European Commission of its Omnibus Package on 26 February 2025 of proposals to make substantive changes to the disclosure framework under the CSRD. These recent changes to CSRD included delays to the implementation dates from when companies, like Eaton, are required to make mandatory disclosures. As is now outlined in the European Union's Directive (EU) 2025/794 of 14 April 2025 amending CSRD, Eaton is not required to make mandatory disclosures under CSRD until reporting year 2028 for the 2027 calendar year. The partial alignment of disclosures presented here are not assured by a third party, nor is Eaton implying or representing that this disclosure represents compliance with CSRD. However, our greenhouse gas inventory is third party verified, providing an added layer of credibility to our emissions data.

The Sustainability Report addresses material impacts, risks and opportunities (IROs) of Eaton's operations and value chain, as applicable, with the extent of inclusion based on Eaton's double materiality assessment.

The information contained in this year's report, including but not limited to any facts or forward-looking statements, should not be interpreted as a decision by Eaton that such information is "material" information as that term is used or understood in filings with the Securities and Exchange Commission or as that term is defined by the Supreme Court in *TSC Industries v. Northway, Inc.*, 426 U.S. 438, 449 (1976).

### Forward-looking statements

The Sustainability Report contains forward-looking statements concerning expectations for the future and our corporate and sustainability strategy. These statements should be used with caution and are subject to various risks and uncertainties, many of which are outside the company's control. Please see the following factors that could cause actual results to differ materially from those in the forward-looking statements: global pandemics; unanticipated changes in the markets for the company's business segments; unanticipated downturns in business relationships with customers or their purchases from us; the availability of credit to customers and suppliers; supply chain disruptions, competitive pressures on sales and pricing; unanticipated changes in the cost of material, labor and other production costs, or unexpected costs that cannot be recouped in product pricing; the introduction of disruptive or competing technologies; unexpected technical or marketing difficulties; unexpected or adverse determinations with respect to claims, charges, audits, investigations, court or administrative proceedings, litigation, arbitrations, judgements, or dispute resolutions; strikes or other labor unrest at Eaton or at our customers or suppliers; the impact of acquisitions and divestitures; unanticipated difficulties integrating acquisitions; the effect, interpretation, or application of new or existing laws, regulations, legal proceedings or accounting pronouncements, tariffs and governmental regulations; interest rate changes; tax rate changes or exposure to additional income tax liability; stock market and currency fluctuations; war, geopolitical tensions,

natural disasters, civil or political unrest or terrorism; and unanticipated deterioration of economic and financial conditions in the United States and around the world. We do not assume any obligation to update these forward-looking statements.

### Scope of consolidation

Eaton's organizational boundaries for its Sustainability reporting aligns with those of its consolidated financial statements. For GHG reporting, Eaton used the "control approach with operating control" under the GHG Protocol, which included all subsidiaries consolidated under US GAAP, and excluded associate companies accounted for using the equity method of accounting due to lack of operational control.

### Time horizons

The time horizons considered for the preparation of this Sustainability Report are aligned to the TCFD and EFRAG frameworks. Short term is one year, the same reporting period as in our financial statements. Medium term is up to five years and long term is more than five years. There is one exception to these time horizons for physical climate scenario analysis time horizons, which define short term as 3-5 years, medium term as 5-10 years and long term as more than 10 years. In general, physical climate risk and climate transition planning fall outside of the TCFD and EFRAG recommended timeframes because scientific consensus is encouraging long-term targets in 2050 and many changes in physical climate risk exposure occur beyond the 10-year time frame, which shifts our definition of medium term for physical climate risk exposure to 2030.

## CHANGES IN RELATION TO SPECIFIC CIRCUMSTANCES

We confirm that no significant prior period errors or omissions have been identified for restatement in the Sustainability Report. Additionally, there were no significant acquisitions or divestiture changes to our organizational boundary in 2024.

Eaton's greenhouse gas reporting baseline is restated as our business changes over time to account for acquisitions and divestitures. Periodically, we have had our 2018 baseline reverified by a third party to ensure it remains representative in terms of activities covered. Restating our baseline year in line with Eaton's inventory management plan may increase or decrease our progress toward our greenhouse gas reduction targets depending on the activities and the carbon intensity of acquisitions and divestitures and the speed at which they mitigate over time.

### Sources of estimation and outcome uncertainty

The use of estimates for performance metrics, including all assumptions and potential uncertainties, are documented in the relevant sections of this report. Metrics related to Eaton's own operations generally have a higher amount of primary data, while value chain metrics are often estimated and therefore have a higher level of measurement uncertainty.

Sustainability metrics related to our value chain use estimates based on industry standards where we do not have primary data. Metrics that use estimated value chain data include portions of our Scope 3 greenhouse gas emissions. Eaton's value chain metrics that use estimated indirect sources are verified to ISO standards at a limited level of assurance. Our Scope 3 product use emissions methodology was reviewed by a third-party expert consultant who deemed the methodology to be sound. As more primary data from Eaton's value chain becomes accessible from our suppliers and customers, we plan to increase the proportion of non-estimated data in our metrics over time. Eaton does not disclose metrics that we determine to have a high level of uncertainty. Some of Eaton's non-financial disclosures are subject to some assumptions and approximations based on methodologies for reasonable estimates including our Scope 3 GHG inventory, sustainable R&D investments, and percentage of sustainable solutions metric.

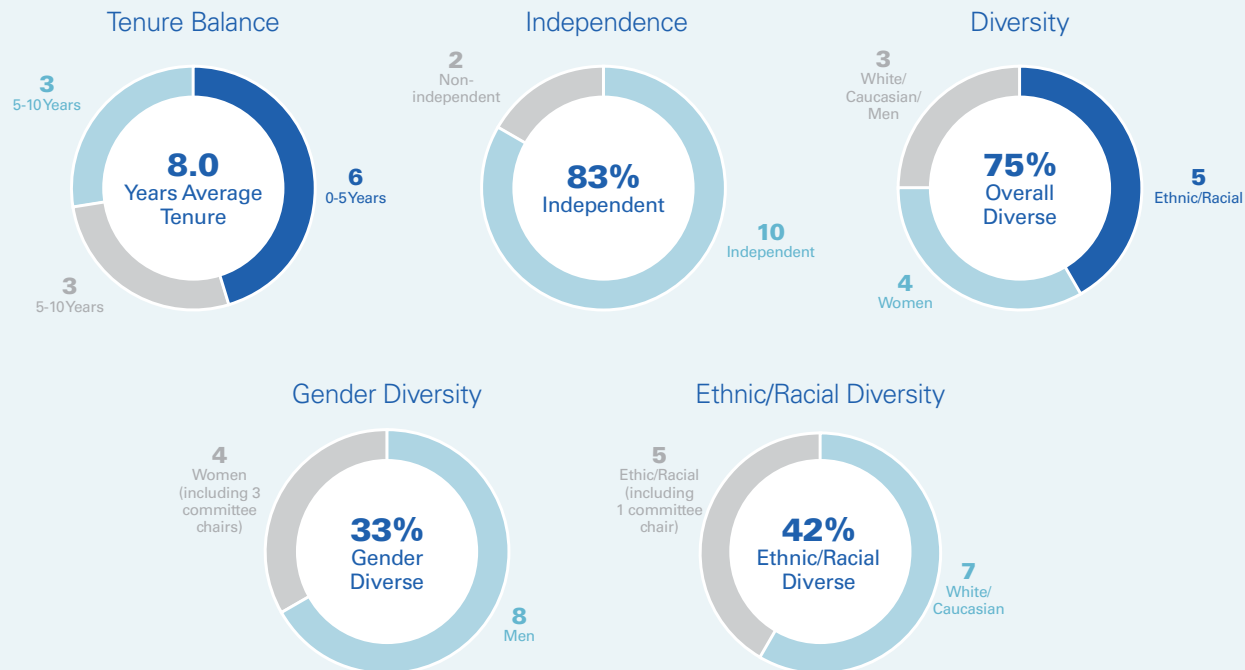
## EATON'S BOARD OF DIRECTORS

During the reporting period, Eaton's Board of Directors was comprised of 12 members, two executive directors and 10 non-executive independent directors. The executive directors on Eaton's Board were Craig Arnold and Paulo Ruiz. The non-executive directors include Silvio Napoli, Gregory Page, Sandra Pianalto, Robert Pragada, Lori Ryerkerk, Andre Schulten, Gerald Smith, Karenann Terrell, Dorothy Thompson and Darryl Wilson. After the reporting period it is noted that Craig Arnold retired from Eaton on 31 May 2025 and Gregory Page assumed the role of non-executive chairman on and from 1 June 2025. At the time of publication of the Sustainability Report, Eaton's Board now comprises 1 executive director and 10 non-executive directors.

The Board has adopted the [Board of Directors Governance Guidelines](#) to assist in the exercise of its responsibilities. The Board reviews these guidelines at least annually and makes revisions from time to time to reflect evolving regulatory requirements and recommendations from the Governance Committee to the Company's processes of corporate governance. The Governance Guidelines are available on our website at: [www.eaton.com/governance](http://www.eaton.com/governance).

## BOARD AND GOVERNANCE FACTS

Eaton's Code of Ethics and Board of Directors Governance Guidelines help us "do business right."



## Board skills and expertise

### Director nomination process

The Governance Committee of the Board, composed entirely of directors who meet the independence standards of the Board and the New York Stock Exchange (NYSE), is responsible for overseeing the process of nominating individuals to stand for election as directors. The Governance Committee charter is available on our website at [www.eaton.com/governance](http://www.eaton.com/governance).

The Governance Committee will consider director candidates recommended by our shareholders, consistent with the process used for all candidates.

The Governance Committee Chair reviews all potential director candidates in consultation with the Chairman, typically with the assistance of a professional search firm retained by the Committee. The Committee decides whether to recommend one or more candidates to the Board for nomination. Candidates who are ultimately nominated by the Board stand for election by the shareholders at the annual general meeting. Between annual general meetings, nominees may also be elected by the Board itself.

### Director qualifications and board composition

The Board recognizes the value of nominating director candidates who bring diverse opinions, perspectives, skills, experiences and backgrounds to Board deliberations.

The Governance Committee uses a rigorous process for identifying and evaluating director nominees. In order to be recommended by the Committee, a candidate must have the following minimum qualifications, as described in the Board of Directors Governance Guidelines: personal ability, integrity, intelligence, relevant business background, independence, experience and expertise in areas of importance to our objectives, and a sensitivity to our corporate responsibilities.

In addition, the Governance Committee looks for individuals with specific qualifications so that the Board as a whole has diversity in experience, international perspective, background, expertise, and skills. These specific qualifications may vary

from year to year, depending upon the composition of the Board and the needs of the company at that time.

The Governance Committee is responsible for ensuring that director qualifications are met and Board composition objectives are considered during its review of director candidates. The Committee annually evaluates the extent to which these objectives are satisfied as part of its yearly assessment of the skills and experience of each of the current directors using a director skills matrix and a Board evaluation process.

The skills included in the director skills matrix are cybersecurity, financial, global, human capital management, innovation and technology, mergers and acquisitions, operations and manufacturing, regulatory and government, and risk management.

Additional details regarding the skills matrix, experiences, backgrounds and qualifications of each current non-executive director are provided in the [2025 Proxy Statement](#).

## Strategic planning and risk assessment oversight

Our Board of Directors, as a whole and through its committees, has responsibility for the oversight of risk management, while our management is responsible for the day to day management of the material risks facing the Company. The Board has chosen to retain overall responsibility for risk assessment and oversight at the Board level in light of the interrelated nature of the elements of risk, rather than delegating this responsibility to a Board committee.

The Board is also responsible for oversight of Eaton's Enterprise Risk Management (ERM) program, which identifies, assesses and mitigates our "top risks," including climate related and other ESG risks. As part of our ERM program, we seek input from our businesses, regions and corporate functions and regularly update the Board on such risks.

The Board's work is supported by its committees as described below and as further detailed in [2025 Proxy statement](#).

**Board Responsibilities**

The Board is responsible for overseeing the strategic planning process and reviewing and monitoring management's execution of the corporate and business plan. The Board receives updates from senior management and periodically from outside advisors regarding significant risks facing the Company. The Board and its committees exercise their risk oversight function by carefully evaluating the reports they receive from management and by making inquiries of management with respect to areas of particular interest to the Board.

**Audit Committee**

- Reviews risks related to internal controls, disclosure, financial reporting and legal and compliance matters.
- Reviews risks related to cybersecurity.
- Meets regularly in closed-door sessions with our internal and external auditors and our senior leaders, including the senior members of the Finance function, the Executive Vice President and Chief Legal Officer, and the Senior Vice President - Global Ethics and Compliance.
- Senior leadership regularly briefs the Audit Committee on cyber/information security risks.

**Compensation & Organization Committee**

- Reviews risks related to succession planning for the Company's senior officers.
- Reviews risks associated with the Company's compensation programs to prevent incentive compensation arrangements for senior executives from encouraging inappropriate risk taking.
- Reviews matters under the social pillar of ESG. Which may include matters such as employee engagement, culture, training and development, inclusion and diversity and pay equity.

**Governance Committee**

- Reviews risks related to corporate governance, such as director independence and related person transactions.
- Reviews risks associated with the environment, health and safety.
- Reviews other significant public policy issues, such as ethics and compliance, public and community affairs, shareholder relations, and matters related to the Company's environmental and governance pillars of ESG.

**Finance Committee**

- Reviews risks related to our financial condition and financial policies.
- Reviews risks related to our policy with respect to our debt-to-equity relationship.

**Innovation & Technology Committee**

- Reviews risks related to emerging technologies and digital trends, and how these translate into new products and services developments of the Company.
- Oversees the Company's enterprise-wide technology and digital innovation strategy.

As sustainability is central to our business strategy, the Board has ultimate oversight of sustainability. The Board's oversight of sustainability and ESG includes review of environmental, community affairs, corporate governance, health and safety, diversity and inclusion, culture and human capital management matters. As referenced above, the Governance Committee reviews matters related to the Company's environmental and governance pillars of ESG and the Compensation and Organization Committee reviews matters related to the social pillar of ESG. With the support and oversight of our Board, our Sustainability Executive Council, which is chaired by our CEO and also includes our chief operating officers, chief financial officer, chief legal officer, chief sustainability officer, chief

human resources officer, executive vice president, supply chain management, and senior vice president, investor relations, is responsible for developing and executing on our sustainability strategy and integrating sustainability into Eaton's overall governance and strategic planning, as well as the setting of targets related to material impacts, risks and opportunities, and monitoring progress towards them.

Additional information regarding management's role in governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities is described in the [2025 Proxy Statement](#) and in the [committee charters](#).

**GOVERNANCE**

At each Board meeting, the committee chairs provide updates to our full Board on the activities of their respective committees.

**Audit Committee:** The Audit Committee reviews Eaton's material financial risk exposures, and the steps management has taken to monitor and control such exposures, including any related to the environment and climate, and ESG matters generally. The committee is also responsible for reviewing and approving Eaton's processes and controls in place for specific ESG-related public disclosures.

**Compensation and Organization Committee:** The Compensation and Organization Committee is responsible for reviewing relevant matters related to the social pillar of ESG, which may include matters such as employee engagement, culture, training and development, inclusion and diversity and pay equity. The committee is also primarily responsible for oversight of recruitment, talent, succession planning and compensation matters, and continually evaluates how ESG metrics factor into decisions taken in these areas.

**Governance Committee:** The Governance Committee is responsible for considering relevant matters related to the environmental and governance pillars of ESG, as determined by the committee from time to time. Eaton's chief legal officer regularly provides updates to the committee on corporate governance and related matters. Eaton's chief sustainability officer briefs the committee on environmental, health and safety matters as well as overall ESG performance. Eaton's vice president of public affairs provides updates on Eaton's public affairs. Finally, Eaton's senior vice president, ethics and compliance meets with the committee at each of its meetings to provide updates on ethics and compliance matters.

The Board and executive management reviewed the following material sustainability topics:

**Environmental topics:** Climate change mitigation; climate change adaptation (including business continuity

management); energy; harmful substance management; water; biodiversity; circularity (including recycling and waste management and reduction).

**Social topics:** Cybersecurity and information security; human rights; occupational health and safety; fair and inclusive workplace; employee engagement and satisfaction; community support and development; and product safety and quality.

**Governance topics:** Corporate culture (including business ethics, bribery and corruption and trade compliance); and supply chain management.

**INCENTIVES**

Eaton's compensation programs are designed to attract, motivate, reward and retain leaders who are capable of creating and sustaining value for shareholders. ESG measures in categories such as ethics and sustainability have been embedded in Eaton's culture and short-term incentive plan for many years. These measures are factored into the growth, operational excellence and building of organizational capabilities goals within the individual rating component of the short-term incentive plan. The plan formula is multiplicative, considering company performance, business unit performance and individual performance. However, the measures are not weighted, so the specific percentage cannot be quantified.

Eaton's incentives are approved and updated at the highest levels of the organization, involving both the Board of Directors and senior management committees. The Board of Directors' Governance Committee provides oversight and final approval for the terms of these incentives, ensuring alignment with Eaton's strategic goals and governance standards. For more detail regarding incentives, please see our [2025 Proxy statement](#) and [annual report](#).

## DUE DILIGENCE

Eaton takes precautionary and systematic actions to mitigate and remedy potential adverse environmental and social impacts through, for example, the following processes and tools:

- Due diligence which involves evaluating the potential impacts of current or future business operations on local communities and the environment as well as evaluates our business relationships and suppliers in line with our commitments to comply with applicable laws, our [Code of Ethics](#), and our [Supplier Code of Conduct](#).
- Third-party certified management systems in place at production units that apply international standards such as ISO 14001.
- When necessary, restructuring processes and the closure of operations are conducted in cooperation with the authorities to support communities through related changes.

The core elements of Eaton’s due diligence activities are further described in the sections listed below:

Core elements of due diligence	Page number in the report
a) Embedding due diligence in governance, strategy and business model	Oversight of Sustainability impacts, risks and opportunities p. 22-25 Performance incentives p. 23 Double Materiality Assessment p. 28-30
b) Engaging affected stakeholders	Stakeholder Engagement P. 28
c) Identifying and assessing negative impacts on people and the environment	Double Materiality Assessment p. 28-30
d) Taking action to address negative impacts on people and the environment	Environment p. 31-43 Social p. 43-57
e) Tracking the effectiveness of these efforts	Environment p. 31-43 Social p. 44-57

## RISK MANAGEMENT

Eaton’s risk management and internal control processes for sustainability reporting encompass all aspects of data collection, consolidation and reporting across various departments, including finance, sustainability, human resources, Environmental, Health, and Safety (EHS), and legal. The main features and components include:

**Scope:** All disclosures deemed material, based on the double materiality Impacts, Risks, and Opportunity (IRO) assessment, as well as additional disclosures we chose to include voluntarily because we believe they are important for transparency and stakeholder understanding.

**Centralized online repository:** Use of a centralized, online repository to document our sustainability-related risks and controls, focusing on the highest risks.

**Annual assessments:** Risks and controls over sustainability reporting are assessed annually to ensure accuracy and consistency.

**Independent audits:** Eaton’s Corporate Internal Audit team conducts independent audits to assess the design and operating effectiveness of selected sustainability-related processes, controls and data.

Eaton follows a structured approach to risk assessment and prioritization, which includes:

**Double Materiality Assessment:** This assessment considers both actual and potential financial effects and impacts on people and the environment. It involves evaluating the significance of identified impacts based on their severity and likelihood. We perform controls on the process for identifying material impacts, risks, opportunities and the underlying documentation.

**Scoring methodology:** We use a scoring methodology to evaluate the financial and impact materiality of each identified risk and opportunity. This methodology includes qualitative and quantitative thresholds to determine the significance of each risk and opportunity.

**ERM integration:** The results of Eaton’s double materiality assessment provide valuable input into the annual Enterprise Risk Management (ERM) process. This integration helps ensure that sustainability-related risks and opportunities are considered alongside traditional business risks, supporting a more comprehensive and aligned risk prioritization approach.

Some of the main risks inherent to sustainability reporting processes include:

**Data accuracy issues:** Risks related to the accuracy of data and manual errors during data consolidation from different systems.

**Compliance with complex regulations:** Ensuring compliance with relevant regulations to prevent and control all types of negative impacts.

In order to manage these risks, we have implemented automated data collection systems, conduct regular training for data owners, continuously monitor data quality, and conduct validation checks and periodic audits.

The findings from risk assessments and internal controls are integrated into relevant internal functions and processes through:

**Periodic reporting:** The findings are reported to the Disclosure Committee, a leadership committee established by executive leadership, on a periodic basis. This ensures continuous monitoring and improvement of the risk management processes. The leaders on this committee then take these findings back to their respective functions and work to integrate the improvements into their functions accordingly.

**Validation by subject matter experts:** The IRO results are shared with Eaton subject matter experts to validate the results before presentation to senior leaders and Eaton’s Board of Directors.

**Organizational adjustments:** The findings influence policy development and operational adjustments within the organization.

Eaton ensures that the findings from risk assessments and internal controls are reported periodically to the administrative, management, and supervisory bodies:

**Board Audit Committee:** Oversees financial and sustainability reporting and is informed about actions and progress on essential sustainability metrics and targets on a regular basis.

Additional controls and reviews are as follows:

**KPI owner and program area manager review:** KPI owners and program area managers review the disclosures details that were written by the KPI owner as a control type.

**Legal team review:** The company's legal team reviews all disclosures to ensure the appropriate interpretation of the requirements as well as the level of accuracy and transparency.

By following these processes, Eaton ensures that it comprehensively identifies and assesses material impacts, risks and opportunities, providing a solid foundation for its sustainability disclosures.

## STRATEGY, BUSINESS MODEL AND VALUE CHAIN

### Products, services and sectors

Eaton is an intelligent power management company dedicated to protecting the environment and improving the quality of life for people everywhere. We make products for the data center, utility, industrial, commercial, machine building, residential, aerospace and mobility markets. Our activities span across several key segments: Electrical Americas, Electrical Global, Aerospace, Vehicle, and eMobility. By capitalizing on the global growth trends of electrification and digitalization, we're

helping to solve the world's most urgent power management challenges and building a more sustainable society for people today and generations to come. Eaton responds to these trends by innovating solutions that transform the electrical power value chain, investing in electrical vehicle markets, increasing focus on electrification, and employing digital technologies for power management. These innovations are expected to enable the integration of renewables and sustainability solutions, with new types of equipment, services and software, which are important parts of Eaton's response to climate change.

Eaton's portfolio of current products includes a wide variety of solutions that improve energy efficiency and reduce greenhouse gas emissions across Eaton businesses and markets. PROLaunch is Eaton's integrated approach, designed to guide our product development processes from concept through production launch.

Our Positive Impact Framework is driving innovation across all major product and service categories globally. It supports the development of solutions that promote circularity, reduce the use of substances of concern, enhance energy efficiency and conservation, improve consumer and end-user safety, lower total cost of ownership, and capable of contributing meaningfully to the advancement of the U.N. Sustainable Development Goals.

The Electrical Americas segment consists of electrical components, industrial components, power distribution and assemblies, residential products, single phase power quality and connectivity, three phase power quality, wiring devices, circuit protection, utility power distribution, power reliability equipment, and services that are primarily produced and sold in North and South America. The Electrical Global segment consists of electrical components, industrial components, power distribution and assemblies, single phase and three phase power quality, and services that are primarily produced and sold outside of North and South America; as well as hazardous duty electrical equipment, emergency lighting, fire detection, intrinsically safe explosion-proof instrumentation, and structural support systems that are produced and sold globally.

The Aerospace segment is a leading global supplier of aerospace fuel, hydraulics and pneumatic systems for commercial and military use, as well as filtration systems for industrial applications. Products include hydraulic power generation systems for aerospace applications including pumps, motors, hydraulic power units, hose and fittings, electro-hydraulic pumps; controls and sensing products including valves, cylinders, electronic controls, electromechanical actuators, sensors, aircraft flap and slat systems and nose wheel steering systems; fluid conveyance products, including hose, thermoplastic tubing, fittings, adapters, couplings, sealing and ducting; fuel systems including air-to-air refueling systems, fuel pumps, fuel inerting products, sensors, valves, adapters and regulators; mission systems including oxygen generation system, payload carriages and thermal management products; high performance interconnect products including wiring connectors and cables. The Aerospace segment also includes filtration systems including hydraulic filters, bag filters, strainers and cartridges, and golf grips.

The Vehicle segment is a leader in the design, manufacture, marketing and supply of drivetrain, powertrain systems and critical components that reduce emissions and improve fuel economy, stability, performance and safety of cars, light trucks and commercial vehicles. Products include transmissions and transmission components, clutches, hybrid power systems, superchargers, engine valves and valve actuation systems, locking and limited slip differentials, transmission controls and fuel vapor components for the global vehicle industry. The eMobility segment designs, manufactures, markets and supplies mechanical, electrical and electronic components and systems that improve the power management and performance of both on-road and off-road vehicles. Products include high voltage inverters, converters, fuses, circuit protection units, vehicle controls, power distribution, fuel tank isolation valves and commercial vehicle hybrid systems. Eaton is not a producer of fossil fuels in the Energy sector nor is it involved in chemicals production or the cultivation and production of tobacco.

### Markets and customers

Eaton serves a diverse range of markets including industrial, utility, commercial, residential and information technology sectors. The Company operates globally, with significant markets in North America, Europe, Asia-Pacific and Latin America. In 2024, Eaton expanded its presence in emerging markets and continued to serve its existing customer base with enhanced solutions.

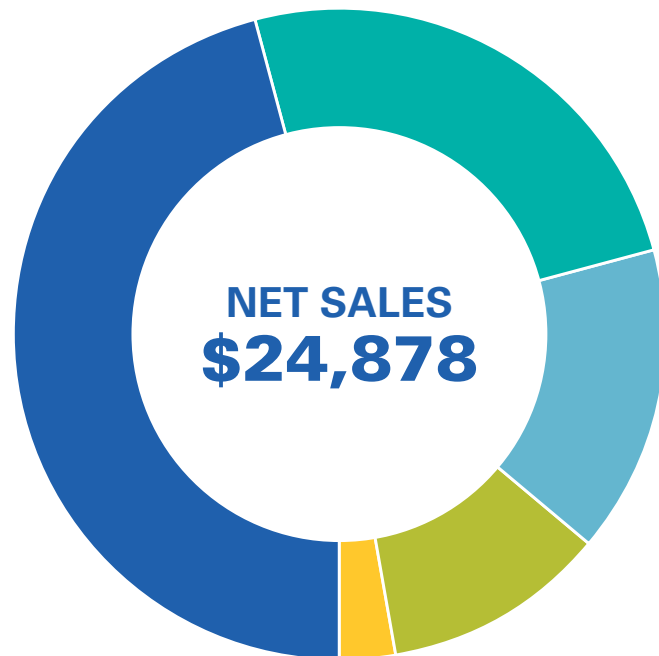
The principal markets for the Electrical Americas and Electrical Global segments are industrial, institutional, governmental, utility, commercial, residential and information technology. These products are used wherever there is a demand for electrical power in data centers, utilities, industrial and energy facilities, commercial buildings, apartment and office buildings, hospitals, factories and residencies. The segments share certain common global customers, but a large number of customers are located regionally. Sales are made through distributors, resellers and manufacturers' representatives, as well as directly to original equipment manufacturers, utilities and certain other end users.

The principal markets for the Aerospace segment are manufacturers of commercial and military aircraft and related after-market customers, as well as industrial applications.

The principal markets for the Vehicle segment are original equipment manufacturers and aftermarket customers of heavy-, medium-, and light-duty trucks, SUVs, CUVs, passenger cars, construction and agricultural equipment. The principal markets for the eMobility segment are original equipment manufacturers and aftermarket customers of heavy-, medium-, and light-duty trucks, SUVs, CUVs, passenger cars, construction, agriculture, material handling and mining equipment.

**NET SALES**

Total sales (in millions) by segment is as follows:



<b>Electrical Americas</b>	<b>\$11,436</b>
<b>Electrical Global</b>	<b>\$6,248</b>
<b>Aerospace</b>	<b>\$3,744</b>
<b>Vehicle</b>	<b>\$2,790</b>
<b>eMobility</b>	<b>\$662</b>

**Employees**

The total number of persons employed at Eaton as of December 31, 2024 was approximately 94,000 employees globally, serving our customers in more than 160 countries.

**Sustainability related goals**

Eaton's 2030 goals as discussed [here](#) in this report are related to increasing investment in sustainable R&D reducing the greenhouse gas emissions from product use, as well as reducing our manufacturing footprint.

**Key sustainability related matters impacting company strategy**

Eaton's integrated strategy aligns with our goals and GHG reduction commitments through our products, services and solutions. Our power management solutions enhance energy efficiency, support renewable energy and improve grid stability, helping customers reduce their environmental impact. By focusing on digitalization, industrial automation and transport electrification, Eaton drives resource conservation and smarter energy management, ensuring our sustainability goals are actively reflected in our innovative technologies and practices.

Our value chain includes key suppliers, customers, distribution channels and end-users. The upstream value chain involves the procurement of raw materials and components from suppliers, while the downstream value chain includes the distribution of finished products to customers and end-users. Eaton's position in the value chain is characterized by its role as a provider of power management solutions that enhance the reliability, efficiency, safety and sustainability of electrical systems, aerospace operations and mobility technologies.

**Business model and value chain**

Eaton is an intelligent power management company with a mission to improve the quality of life and protect the environment for people everywhere. Guided by a commitment to do business right, operate sustainably and help customers manage power today and well into the future, Eaton's vision is to be the preferred supplier to customers and channel partners and to create an engaging and meaningful work environment for employees. Eaton aims to make communities stronger, ensure health, wellness, and safety for employees, and be active stewards of the environment.

Our value chain includes key suppliers, customers, distribution channels and end-users. The upstream value chain involves the procurement of raw materials and components from suppliers, while the downstream value chain includes the distribution of finished products to customers and end-users. Eaton's position in the value chain is characterized by its role as a provider of power management solutions that enhance the reliability, efficiency, safety and sustainability of electrical systems, aerospace operations and mobility technologies.

**Business model inputs**

Eaton's approach to gathering, developing and securing these inputs reflects its core values and commitment to sustainable and responsible sourcing practices. The approach includes:

**Material inputs:** Eaton's major requirements for raw materials include iron, steel, copper, nickel, aluminum, lead, silver, gold, titanium, rubber, plastic, electronic components, chemicals and fluids. Materials are

purchased in various forms, such as coils, sheets, strips, ingots, bars, extrusions, castings, forgings, stampings, powder metal, plastic resins and pellets. Raw materials, as well as parts and other components, are purchased from many suppliers.

**Strategic sourcing:** Identifying and partnering with suppliers who can meet stringent quality, sustainability and ethical standards, setting clear expectations for suppliers in our [Supplier Code of Conduct](#) and requiring our suppliers to comply to the Code and share in our commitments to sustainable and responsible sourcing.

**Supplier development:** Working closely with suppliers to develop their capabilities and ensure they can meet evolving needs. This includes providing training, sharing best practices and collaborating on innovation projects.

**Technology integration:** Leveraging advanced technologies such as digital supply chain platforms, data analytics and blockchain to enhance transparency, traceability and efficiency in procurement processes.

**Business model outputs**

Eaton's outputs and outcomes are designed to provide current and expected benefits for customers, investors and other stakeholders. Innovations enable the integration of renewable and sustainable solutions, with new types of equipment, services and software. These strategic focus areas are an important part of Eaton's response to climate change.

**BUSINESS MODEL INPUTS**

<b>Financial capital</b>
Shareholder equity, capital expenditures, acquisitions
<b>Human capital</b>
94,000+ employees
<b>Environmental resources</b>
8 M GJ energy, 2,748 ML water
<b>Value chain resources</b>
Critical materials & commodities distributors and channel partners
<b>Innovation</b>
\$794M in research and development investments
<b>Operations</b>
Manufacturing Eaton Research Labs & Centers of Excellence HQs and offices

**APPROACH**



**OUR STRATEGY**

- Committed to margin expansion, organic growth and disciplined capital allocation
- Creating sustainable solutions
- Reducing our footprint
- Engaging our communities
- Doing business right with transparency

**VALUE CREATION**

- FOR THE ECONOMY**  
\$24.9B net sales across Electrical, Aerospace, Vehicle and eMobility market segments
- FOR SOCIETY**  
Innovation  
\$1.7B in sustainable R&D since 2020
- EMPLOYEES**  
84% employee engagement rating  
13 hours average training hours  
104,905 volunteer hours  
World class health and safety outcomes
- VALUE CHAIN**  
97% of suppliers by spend affirmed code of conduct  
\$12M charitable contributions
- FOR THE ENVIRONMENT**  
83% manufacturing zero waste-to-landfill  
21% manufacturing zero water discharge

## STAKEHOLDER ENGAGEMENT

Our business operations affect many groups and organizations across the globe. In turn, these stakeholders have a fundamental impact on Eaton's sustainability performance. We identify these groups based on each group's impacts and influence associated with our business practices. Eaton's stakeholder engagement strategy is comprehensive and multifaceted, ensuring that the interests and views of its key stakeholders are considered in Eaton's business model and strategy. The Company identifies its key stakeholders as employees, customers, end users, distributors and channel partners, suppliers, local communities, governments/regulators, board members and investors/shareholders. Engagement with these stakeholders occurs through various channels tailored to each category and is led by the function relevant to the respective stakeholder groups. Eaton's understanding of the interests and views of its key stakeholders is integral to its strategy and business model. This understanding is derived from a variety of processes discussed in detail in the sections that follow.

Eaton makes its [Code of Ethics](#), policies and commitments available to potentially affected stakeholders. This is done through various channels such as internal communications, public consultations, industry forums, investor materials and sustainability associations. The company aims to keep stakeholders informed about the policies and their implementation processes.

## DOUBLE MATERIALITY ASSESSMENT

### Methodologies and assumptions

In 2024, Eaton refreshed its double materiality assessment as guided by the Corporate Sustainability Reporting Directive (CSRD). The main objectives of the assessment are to identify material sustainability topics—these are topics that have the potential to make a significant impact on Eaton's business performance, risks and opportunities (financial materiality) and/or to make significant impacts on people and the environment (impact materiality), and to guide the materiality thresholds for the information to be reported.

Our refreshed assessment process followed the key requirements as outlined in the European Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 on European Sustainability Reporting Standards for conducting a double materiality assessment and the EFRAG guidance published in May 2024 on conducting Materiality Assessments. The following steps were taken to identify material sustainability topics and to consider CSRDs guidance which includes governance, reporting and monitoring.



## Stakeholder Inputs

At Eaton, we use a data-driven ESG intelligence platform to integrate stakeholder perspectives into our double materiality assessment. The platform analyzes a wide range of sources—including corporate reports, regulations, voluntary initiatives, and global news—to identify emerging sustainability issues. Stakeholder input is reflected through scoring algorithms that assess both financial and impact materiality based on likelihood and severity. These scores are aggregated to highlight topics that are either widespread or carry significant risk or opportunity. Natural language processing and a dynamic ESG framework help detect relevant trends across our value chain. This ensures our assessment reflects the evolving expectations of investors, regulators, customers, and other key stakeholders. The insights inform our prioritization of the most relevant impacts, risks, and opportunities. This approach supports a transparent and responsive sustainability strategy.

The specifics are as follows:

**Geographies:** Eaton identified and included the locations where we have significant operations. These are sites with environmentally significant operations and locations with over 200 employees (if not already in the environmentally significant site list). Additionally, we included the top 20 countries where we had sales in the past year.

**Industries:** Eaton aligns with the SASB "Resource Transformation" industry. We identified three relevant sub-industries: Industrial Machinery and Goods, Aerospace and Defense, and Electrical and Electronic Equipment to further refine stakeholder identification.

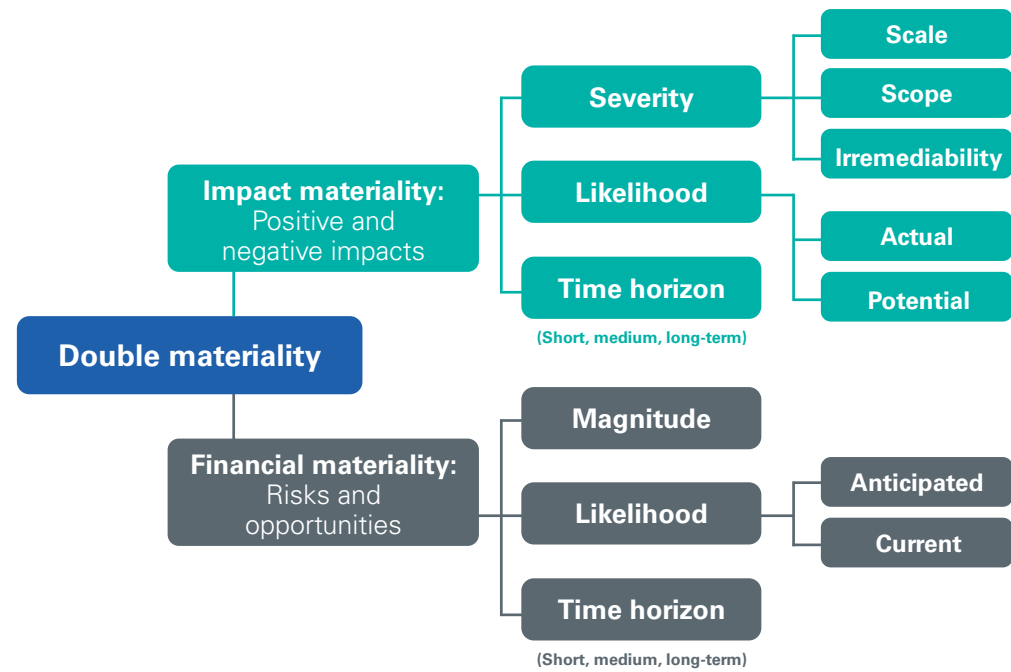
**Peers:** Additionally, Eaton selected our 16 proxy peers for benchmarking to further inform our stakeholder view. Refer to our [2025 proxy statement](#) for a detailed list of these companies.

**Suppliers:** We selected Eaton's top 40 public suppliers based on spend from our Corporate, Electrical, Aerospace, and Vehicle segments. We also considered top spend by country and industry.

**Customers:** As a final input to inform our DMA stakeholder list, we selected Eaton's top 30 public customers from the Electrical, Aerospace and Vehicle segments. We identified the SASB industries for each customer to ensure comprehensive stakeholder coverage.

## Prioritization of impacts

The different impact types were rated according to the following matrix, on a scale from 1 to 5. Eaton utilized EFRAG's guidance on the severity of the impact, with severity taking precedence over likelihood when assessing potential impacts to people or the environment. In practice, this means that potential impacts that could be difficult to remediate were always rated higher. Following the principle of significant impact, the risks, impacts and opportunities with "High or critical impact to environment and people" or "Very high or catastrophic impact to environment and people" were considered material from an impact perspective. The results of this were reviewed with the key leaders in the respective functions.



**Outcomes of the double materiality assessment**

Eaton's 2024 refreshed Double Materiality Assessment identified the following material sustainability topics.

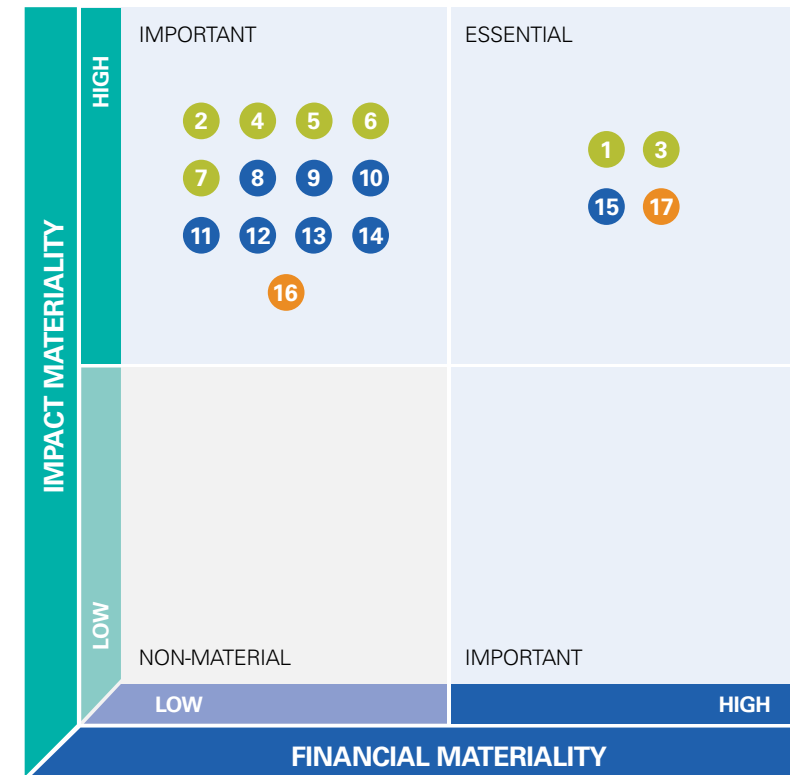
**Environmental topics:** Climate change mitigation; climate change adaptation (including business continuity management); energy; harmful substance management; water; biodiversity; circularity (including recycling and waste management and reduction).

**Social topics:** Cybersecurity and information security; human rights; occupational health and safety; fair and inclusive workplace; employee engagement and satisfaction; community support and development; and product safety and quality.

**Governance topics:** Corporate culture (including business ethics, bribery and corruption and trade compliance); and supply chain management.

The assessment process aims to identify and prioritize sustainability issues that are material from either a financial or impact perspective.

The illustrations included above provide an overview of the material IROs associated with each material sustainability topic and where the IROs are in our business model across time horizons. The specific IRO statements deemed material appear in the sections that follow.



- Environment
- Governance
- Social
- Materiality Threshold

1. Climate change mitigation
2. Climate change adaptation
3. Energy
4. Harmful substances management
5. Water withdrawal, consumption and discharge
6. Biodiversity loss, conditions of and dependencies on ecosystems and state of species
7. Resource inflows, outflows and waste
8. Employee engagement and satisfaction
9. Work-related rights
10. Environmental Health and Safety
11. Prohibition against harrasment and discrimination and promoting equal opportunities
12. Working conditions and labor practices
13. Community support and development
14. Quality products
15. Data protection and privacy
16. Corporate culture
17. Supplier relationship management

Eaton's Board of Directors and its Sustainability Executive Council were updated on the revised, double materiality assessment results in February 2025. Based on the results, Eaton's ambition to continue to develop sustainable solutions, along with its sustainability agenda focusing on climate change remains valid.

**Interaction with strategy and business model**

Eaton uses its DMA assessment of material impacts, risks and opportunities (IROs) to inform our business model, strategy and decision-making as further detailed in this report. For example, climate change adaptation and mitigation efforts are expected to enhance environmental protection, foster sustainable innovation and create new green jobs, benefiting people and society. Conversely, failure to address climate change risks could lead to increased frequency and severity of natural disasters disrupting operations, damaging assets and threatening lives and livelihoods of local communities.

The results of this DMA assessment largely confirm Eaton's current strategies and direction. The company will continue to invest in sustainable technologies and processes to enhance competitiveness, reduce operating costs and position itself as a leader in the transition to a low-carbon economy. Furthermore, Eaton will continue to expand its low-carbon power generation and distribution technologies and product offerings for electric vehicles, renewable energy and energy efficiency to meet the growing demand for sustainable energy and support the transition to a low-carbon economy.

We continuously monitor for changes to the ESG landscape and take these into account in determining a comprehensive approach to identifying, assessing and responding to its material impacts, risks and opportunities. By being proactive, Eaton is well-positioned to navigate changes to the ESG landscape and continue to drive and protect long-term value creation for its stakeholders.

Environment

Social

Governance

Topic	Sustainability Matter	Category	Description	Value Chain	Time Horizon	Page	
Climate	Climate change mitigation	✔	Investment in robust infrastructure for climate change creates opportunities from evolving environmental and geopolitical conditions.	Core Operations, Downstream	Short	p. 34	
	Climate change adaptation	+	Investments in resilient infrastructure and disaster preparedness protect against climate hazards.	Upstream, Core Operations, Downstream	Medium	p. 34	
		-	Climate change risks may heighten disaster threats, disrupt operations, increase compliance costs and harm vulnerable populations.	Upstream, Core Operations, Downstream	Medium	p. 34	
	Energy	✔	New regulations and requirements could boost demand for energy-efficient products and services.	Core Operations, Downstream	Medium	p. 34	
		✔	Expanding innovation supports the growing demand for sustainable energy and the transition to a low-carbon economy.	Core Operations, Downstream	Short	p. 34	
		!	Failure to adopt the latest fuel efficiency technology could lead to loss of market share in emerging markets prioritizing productivity and fuel efficiency.	Core Operations	Short	p. 34	
		-	Failure to adopt energy-efficient technologies and renewable energy could increase energy consumption and cause greater environmental harm.	Upstream, Downstream	Long	p. 34	
	Pollution	Harmful substances management	+	Elimination of hazardous chemicals improves safety and reduces environmental risks, benefiting workers, communities and ecosystems.	Core Operations	Short	p. 39
			-	Continued use of hazardous substances in operations poses risks to people and the environment.	Upstream, Core Operations	Short	p. 39
	Water	Water withdrawal, consumption and discharge	+	Improved water efficiency and recycling benefits water-stressed regions.	Core Operations	Short	p. 40
Biodiversity & ecosystems	Biodiversity loss, conditions of and dependencies on ecosystems and state of species	-	Operational sites near protected areas and high biodiversity value regions pose risks to biodiversity and ecosystems if not properly managed.	Upstream	Medium	p. 41	
Resource use and circular economy	Resource inflows, outflows and waste	+	Improved waste management conserves resources and benefits the environment and communities.	Core Operations	Medium	p. 42	
		+	Circular economy principles can reduce waste and environmental impact.	Core Operations, Downstream	Medium	p. 42	
		-	Failure to adopt circular economy principles can deplete resources and degrade the environment.	Upstream, Core Operations, Downstream	Short	p. 42	
		-	Increased waste and improper disposal can harm the environment and community health.	Core Operations	Medium	p. 42	
Own workforce	Employee engagement and satisfaction	+	An engaged and varied workforce fosters innovation and creativity, creating long-term value through improved safety, quality, and sustainability.	Core Operations	Short	p. 44	
	Environmental Health and Safety	+	Respecting labor standards can improve employee wellbeing and brand reputation.	Core Operations	Short	p. 45	
		-	Insufficient occupational health and safety practices can lead to injuries, fatalities and environmental incidents.	Core Operations	Short	p. 45	
	Work-related rights	-	Failure to implement initiatives that promote an equal and welcoming environment can result in discrimination, loss of talent and missed growth prospects.	Core Operations	Short	p. 46	
	Prohibition against harrasment and discrimination and promoting equal opportunities	-	Potential human rights incidents can harm employees and local communities.	Core Operations	Short	p. 45	
		-	Failure to comply with labor laws can cause production disruptions and reputational damage.	Core Operations	Short	p. 45	
Supplier and Human Rights	Change to Working conditions and labor practices	-	Insufficient occupational health and safety practices can lead to injuries, fatalities and environmental incidents.	Upstream	Short	p. 47	
		-	Potential human rights incidents can harm employees and local communities.	Upstream, Downstream	Short	p. 47	
		-	Failure to comply with labor laws can cause production disruptions and reputational damage.	Upstream, Downstream	Short	p. 47	
Affected Communities	Community support and development	+	Partnerships with local communities create shared value and employment opportunities.	Core Operations	Short	p. 48	
Consumers and End Users	Quality products (product safety & quality)	-	Failure to comply with labor laws can cause production disruptions and reputational damage.	Upstream, Core Operations	Short	p. 50	
	Data protection and privacy	+	Robust cybersecurity protects sensitive data, maintains business continuity and strengthens trust.	Upstream, Core Operations, Downstream	Short	p. 50	
		-	Inadequate cybersecurity risks data loss, reputational harm and operational downtime from cyberattacks.	Core Operations	Short	p. 50	
		✔	Adopting robust cybersecurity and data protection enhances stakeholder trust and creates competitive advantages.	Upstream, Core Operations, Downstream	Medium	p. 50	
Business Conduct	Corporate Culture	+	Sustainable and ethical business practices create markets for advanced technologies.	Upstream, Core Operations, Downstream	Short	p. 50	
		-	Failure to maintain ethical integrity can lead to legal issues, reputational damage and loss of stakeholder trust.	Upstream, Core Operations, Downstream	Short	p. 50	
	Supplier relationship management	-	Lack of supplier compliance with CSR guidelines can cause ongoing social and environmental issues.	Core Operations	Short	p. 51	
		!	Potential supply chain issues, material shortages, trade restrictions and economic instability can disrupt production and increase costs, while non-compliance with anti-corruption and trade laws can lead to penalties and reputational damage.	Core Operations	Short	p. 51	

# CLIMATE

## Material impacts, risks and opportunities

Identified IRO	Category	Value chain
Investment in resilient infrastructure and disaster preparedness protect against climate hazards.	+	Upstream Core Operations Downstream
Climate change risks may heighten disaster threats, disrupt operations, increase compliance costs and harm vulnerable populations.	-	Upstream Core Operations Downstream
Failure to adopt energy-efficient technologies and renewable energy could increase energy consumption and cause greater environmental harm.	-	Upstream Downstream
Investment in robust infrastructure for climate change creates opportunities from evolving environmental and geopolitical conditions.	✓	Core Operations Downstream
New regulations and requirements could impact demand for energy-efficient products and services.	✓	Core Operations Downstream
Expanding innovation supports the growing demand for sustainable energy and the transition to a low-carbon economy.	✓	Core Operations Downstream
Failure to adopt the latest fuel efficiency technology could lead to loss of market share in emerging markets prioritizing productivity and fuel efficiency.	!	Core Operations

+ Positive Impact   - Negative Impact   ✓ Opportunity   ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

### Processes to identify impacts, risks and opportunities

#### Transition risk analysis

Per the guidance from TCFD, in Eaton's transition analysis, we used three International Energy Agency (IEA) scenarios: IEA Announced Policies (2.1 degrees Celsius scenario), IEA Stated Policies (2.6 degrees Celsius scenario) and IEA Net Zero (1.4 degrees Celsius scenario). These models use the IPCC MAGICC 7 climate model from the IPCC's 6th Assessment Report (IPCC, 2021). All changes in temperatures are relative to 1850-1900 and match the IPCC 6th Assessment Report definition of warming of 0.85 degrees Celsius between 1995-2014. Details for the 4 IEA Scenarios are found in Annex A of the IEA 2021 World Energy Outlook.

### Physical risk analysis

In the physical climate risks assessment, Eaton utilized an integrated planetary intelligence platform, designed to be a digital twin of the Earth. The software uses high spatial resolution input from historical observations and statistically downscaled future climate model projections for the entire globe, to run models that calculate a variety of local water balance variables such as soil moisture, evapotranspiration and surface water runoff, as well as climate indicators that range across seven themes. This solution modeled 1 km<sup>2</sup> granularity across 23 indicators, spanning seven risk themes, to identify climate risk and opportunities related to 211 of Eaton's physical assets in 35 countries, including manufacturing locations, distribution centers and warehouses, headquarters, labs and other significant sites. Two climate scenarios, a high emission Representative Concentration Pathway (RCP) 8.5 scenario (SSPF-8.5) and a low emissions RCP 2.6 pathway scenario (SSP1-2.6) were simulated using three different climate models (IPSLCM6A-LR15, MIROC616 and MRI-ESM2-017). These simulations provide forward-looking climate projections, which were used to calculate the 23 global climate indicators.

Projections were made for each of Eaton's asset locations over 10-year periods (decadal trends) from 2020 to 2050 for all 23 indicators. These indicators cover seven risk themes: temperature, precipitation, flood, water conditions, drought, wildfire, and sea level rise. Each theme includes a collection of indicators, except for wildfire and sea level rise, which each have only one indicator.

Scenario classification	Risk focus	Climate scenarios analyzed	Global average temperature increase by 2100
1.5°C (Net zero)	Transition Risks	IEA Net zero	1.5°C
~2°C	Both transition risks and physical risks	SSP1-2.6	1.7-1.8°C
		IEA announced policies	2°C
Above 2°C	Physical risks	IEA stated policies	2.6°C
		SSP5-8.5	3-5°C

Climate risk	Modeled indicators
Drought	Climatic water deficit. Drought index.
Flood	Peak runoff. Moderate runoff.
Precipitation	Total annual precipitation. Precipitation 99th percentile. Dec-Jan-Feb total precipitation. Jun-Jul-Aug total precipitation. Wettest quarter. Wettest month. Driest quarter.
Sea level rise	Sea-level change.
Temperature	Annual mean temperature. Growing degree days. Mean Dec-Jan-Feb temperature. Mean Jun-July-Aug temperature. Hottest quarter. Hottest month. Cooling degree days. Heating degree days.
Water conditions	Aridity. Water availability.
Wildfire	Wildfire index.

The climate risk themes were assessed by examining the key underlying indicators across the two temperature scenarios for the years 2030 and 2050. Compared to a baseline period from 1960-1989, an exposure index was given based on the severity of the change in each indicator on an asset-by-asset basis. Any deviation relative to the baseline period is regarded as an adaptation challenge. These deviations were normalized across the indicators to a scale of 0-100, based on the global maximum anomaly observed during the baseline period for each indicator. The exposure indices represent statistical trends over multiple decades. Since the projections are calculated from monthly values and aggregated over a 10-year period, this analysis does not capture extreme acute events, focusing instead on changes in chronic exposure. We examined each of the seven climate risks for all 211 Eaton assets under both the SSP1-2.6 and SSP5-8.5 scenarios, across four decadal averages: the 2020s, 2030s, 2040s and 2050s.

This analysis utilized external meteorological and climate datasets, asset information and geospatial coordinates for Eaton’s production and major office sites.

**Time horizons**

See the time horizon discussion in the General Information section, page 21.

**Results**

The findings of the scenario analysis exercises identified a range of possible impacts. These include potentially material operational risks due to climate change such as weather disruptions and regulatory or market reactions, which introduce uncertainties that could adversely affect our business.

Global increases in greenhouse gas emissions are associated with climate change and there is widespread agreement that significant emissions reductions are necessary to prevent severe climate impacts. Extreme weather events, such as hurricanes, flooding, wildfires, high heat and water scarcity are linked to climate change and pose potential physical risks to Eaton’s operating locations and supply chains. While Eaton is striving to align its operations with the goal of limiting global warming to 1.5 degrees Celsius, a global failure to meet these commitments could lead to more frequent extreme weather events, political instability and workforce migration, ultimately raising the cost of doing business for Eaton and others.

Regulatory responses to climate change may impose stricter requirements on our operations and alter customer demands. Although we are already aligning our portfolio with products that reduce carbon emissions and adapt to climate change, we aim to innovate quickly enough to meet evolving regulatory and market demands.

As global electrification drives higher demand for metals, scarcity and rising costs may become issues, along with uncertainties surrounding carbon taxes and grid stability during the transition to renewable energy. Despite these challenges, we believe Eaton is well positioned to leverage the trends and market opportunities that arise from these risks.

Eaton’s overall market growth remains stable through 2030 across the three IEA scenarios analyzed. The CAGR varies by 0.2% in the mid-term and long-term, and the total addressable market size remains relatively unchanged.

In the 1.5 and 2 degrees Celsius scenarios end market growth is more varied with renewables, EVs, EV infrastructure, utility grid, residential EV charging, energy efficiency and more efficient and alternative-fueled airplanes showing greater growth compared to the Stated Policies scenario. Conversely, oil and gas, traditional power generation, air travel and total automotive internal combustion vehicles exhibit slower growth in the 1.5 and 2 degrees Celsius scenarios. This analysis conservatively assumes no change to Eaton’s portfolio over time. However, as we implement our strategy focused on electrification, digitalization and energy transition, these portfolio shifts are expected to continue to mitigate transition risks and create new low-carbon opportunities for Eaton.

Our climate scenario analysis results are being incorporated into our Business Continuity Management (BCM) activities. The BCM program is a comprehensive management process designed to identify, prepare for and respond to disruptions, enabling the company to continue operating at pre-defined, acceptable levels following a disruptive incident. Although our risk modeling was focused on chronic physical climate risks using decadal averages, we understand that the event-based, shorter-term and acute physical climate risks will also be part of Eaton’s adaptation and resiliency challenge. Based on our 2022 climate scenario analysis of physical climate risks in the medium term (2030) and the long term (2050), we found some differences between the two future scenarios.

Other than temperature, drought and wildfire, in the near term (2020-2040) there are few deviations between the lower temperature (SSP1-2.6) and higher temperature (SSP5-8.5) climate scenarios. This is because science shows notable differences skew after 2040.

**Temperature rise**

**Potential impact to industry:** Increased frequency of high heat days caused by climate change can create safety and productivity challenges for manufacturing and field service work. Longer term, population migration and related social issues could impact workforce availability. High-heat temperature allowances for hourly staff in related working areas can lead to increased costs, higher employee turnover and worker shortages. Potential government mandates to stop working on high heat days could impact production and on-time deliveries. An increased spread of heat-related diseases and illnesses can impact workforce availability. High temperatures may damage sensitive components and materials in operations and also cause energy shortages, increased cooling costs and brownouts that may disrupt operations. During the 2020 period, about 50% of the Eaton assets analyzed have moderate risk exposure to temperature and 49% have a high exposure to temperature. The substantial number of assets that are already at moderate or higher exposure is related to the fact that temperature has already increased significantly in many parts of the world since the baseline period of 1960-1989. By 2030, under the lower temperature scenario, the number of assets that change from a low and moderate hazard index to a high or extreme level increases dramatically with 3% of assets projected to have an extreme exposure related to temperature and 86% projected to have high exposure. By 2050, analysis forecasts a 93% increase in the number of assets exposed to temperature-related physical risks at the high or extreme level compared to the present time. The assets projected to experience the highest impacts are in the southwestern U.S., southern and eastern Europe, and the Middle East. Under the higher temperature scenario, by the 2030 decade, nearly 6% of assets are projected to have extreme exposure to temperature by 2030 and 80%

are projected to have high exposure. By 2050, for the higher scenario, the number of assets with extreme exposure to temperature related indicators is projected to increase to 62% with all continents represented at this exposure level.

### Drought

#### *Potential impact to industry*

Drought has the potential to impact water intensive upstream materials in the supply chain such as pulp, cardboard, plating, coating, foundry cooling and machined part washing. Public health and food systems can also be impacted in regions experiencing drought. For the 2020 decade the majority of Eaton's assets have very low or low exposure to drought, relative to the baseline period. Some assets distributed throughout North America, Africa, Europe, Saudi Arabia and China have a moderate exposure, and 3% of assets, all located in the western and southern U.S. and northwestern Mexico, have high exposure. Under the lower temperature scenario and the 2030 decade, 6% of analyzed assets are projected to have high or extreme exposure. By 2050 7% of assets are projected to be subjected to high or extreme exposure. Notably, the proportion of assets with moderate drought exposure rises from 13% to 20% between the 2030 and 2050 time frames. Sites with high and extreme drought exposure are located in the western U.S., Mexico, Morocco and Saudi Arabia. Some exposure is projected to moderate slightly under the lower scenario, which is to be expected because the SSP1-2.6 scenario assumes global average temperature change will peak around 5 degrees Celsius warming by mid-century before decreasing slightly toward the end of the century. In the higher temperature SSP5-8.5 scenario, by 2030, nearly 6% of analyzed assets are subject to high to extreme drought exposure. By 2050, nearly 9% of analyzed assets are high or extreme and are located in the southwestern U.S., the Middle East and South Africa. Notably, the number of assets with moderate drought risk exposure rises from 13% in 2020 to 43% by 2050. The water conditions risk exposure is a combination of indicators for water availability (positive or negative change from baseline) and aridity. In general, this is not a high exposure for Eaton under either temperature scenario. In all decade and scenario

combinations, there is only one site that reaches a high exposure, which is in the Caribbean. For areas that are already arid, most likely small changes have a big impact but that may not be reflected in the exposure ratings and further site level analysis may be warranted.

### Wildfire

#### *Potential impact to industry:*

Wildfire exposure is projected to rise across a variety of regions in the coming decades across both temperature scenarios. Second order impacts to energy systems, suppliers and logistics networks can be disrupted by wildfire. Eaton has sites that are potentially at risk for increased wildfires causing poor or dangerous air quality, road closures and employee health, safety and housing concerns due to fires and smoke paths. Increase in temperature is driving significant expected increases in the frequency and/or severity of periods with a high fire risk caused by high temperatures, low humidity, low rainfall and high winds across most of Eaton's geography, especially in the higher temperature scenario. During the 2020 decade, no assets are subjected to extreme exposure to wildfire-related physical risks, but 29% of assets analyzed are subjected to moderate through high exposure with all high exposure assets located in the western and southern U.S. and northern Mexico. Under the lower temperature SSP1-2.6 scenario, by 2050, the number of assets projected to have extreme exposure related to wildfire drops compared to 2030 because in this scenario temperatures peak before 2050. However, the number of assets at moderate and high exposure risk increases. Assets with moderate or higher exposure by 2050 for both temperature scenarios are spread throughout all continents. Under the higher temperature scenario by the 2030 period, 5% of analyzed assets in the western U.S., northern Mexico, Saudi Arabia and India are projected to have high to extreme exposure to wildfire with more than 40% of assets projected to have moderate exposure. By 2050, 12% of assets are projected to have high to extreme exposure occurring in the western U.S., North and South Africa, the Middle East and India. Variations between the SSP1-2.6 and SSP5-8.5 scenarios reflect the high variability in land

conditions that contribute to wildfire exposure. Also, in the SSP5-8.5 scenario continued increases in temperature is the major driving force of wildfire.

### Precipitation changes

#### *Potential impact to industry*

Projected changes in seasonal and annual precipitation over the next few decades are uncertain, largely because of natural internal variability in the climate system that is difficult for climate models to simulate consistently, thus, in the near term, no discernible differences in precipitation are projected between different SSPs (IPCC, 2021). During the 2020 time period, under either temperature scenario, no assets are subjected to high or extreme exposure for precipitation-related physical risk. Under both temperature scenarios by 2050, less than 10 assets have moderate exposure in Brazil, China, Puerto Rico, India, the Philippines and Taiwan.

### Flooding

#### *Potential impact to industry*

Inland flooding can impact manufacturing operations, power generation, suppliers' property and manufacturing equipment. Logistics networks may be particularly impacted. The flood theme indicators include moderate and peak monthly runoff, which are driven by changes in precipitation. Therefore, similar to the precipitation indicators, flood indicators are not projected to experience significant change between 2020-2050 for either future scenario. Under both temperature scenarios, 22-24 assets projected to have moderate to high exposure to flood-related physical risk are located in the northeastern U.S., Puerto Rico, Brazil, India, East Asia (China and Taiwan) and the Philippines. The higher temperature scenario shows a similar number of assets in similar regions with moderate to high risk exposed compared to the lower temperature scenario. By 2050, the number of assets exposed to moderate and high flood risk declines, but new regions, including Texas, are projected to have increased exposure.

### Sea-level rise and hurricane hazards

#### *Potential impact to industry*

The global mean sea level is projected to increase under all future climate scenarios mainly due to increased temperatures causing melting of glaciers and the Greenland and Antarctic ice sheets in addition to thermal expansion of ocean water as it warms. Under lower scenarios, the global mean sea level is expected to rise between 0.1-0.4 m by 2050, relative to 1995-2014 levels, whereas under higher scenarios, the range is between 0.1-0.6 m by 2050 (IPCC, 2021). Locally, relative sea level rise differs from the global levels due to a variety of factors, including ocean currents, winds and local vertical land movement due to tectonic movement or extraction of oil and gas underground. Extreme sea level events, caused by a combination of relative sea level rise, tides and storm surge, that in the recent past occurred once per century are projected to occur 20 to 30 times more frequently under the lower and higher temperature scenarios, respectively, by 2050 (IPCC, 2021). Although hurricane models are still maturing and local projections of storm tracks are difficult to simulate, hurricane models point toward an increase in hurricane intensity and associated rainfall. Modeling studies on average project an increase on the order of 10-15% for rainfall rates for a 2 degrees Celsius global warming scenario (NOAA, 2023). While most models show either no change or a decrease in hurricane frequency in a warmer climate, projected increases in sea surface temperatures along with a warmer atmosphere capable of holding more water are likely to fuel stronger storms, with a greater proportion of hurricanes reaching Category 4 or 5 resulting in greater impacts and bigger and costlier disasters when they make landfall (NASA, 2022). Hurricane risk combines a number of climate risk themes including precipitation and sea-level rise. Because modeling of climate-related hurricane activity is still maturing, Eaton did not do a site level decadal analysis of hurricane exposure for this climate scenario analysis.

Eaton sites and suppliers are at risk of amplified hurricane activity in the medium to long term. Eaton has manufacturing operations in the Dominican Republic, Puerto Rico, Costa Rica, U.S. Gulf Coast and U.S. Atlantic Carolinas coast, Philippines and Southern China that are geographically located where hurricane intensity may increase. Potential operational risks include employee safety and on-time deliveries and loss of power, communications system disruptions, customer disruptions and damage to property. Potential supply chain related risks include supplier, logistics and utility network disruption, and to refining and chemicals suppliers and import/export logistics networks. Across both temperature scenarios, during the 2020 time period, all analyzed assets have very low exposure to sea level rise-related physical risk due to their local distance to the coast and elevation from sea level. Although assets might not be directly impacted by increases in sea level rise, disruptions from local inundation may still affect productivity due to loss of access, communication, or power. By 2050, between 8 and 11 assets will have low exposure to sea level rise-related physical risk located along the east coast of the United States, the eastern United Kingdom and coastal China. By 2050, under both scenarios 100% of Eaton's assets analyzed have low to very low exposure to sea level rise. In general, climate science shows sea level rise is projected to have greater impact in later decades and for assets located closer to the coasts.

### Mitigation, adaptation and energy Policies

Several aspects of the [EHS Policy](#) relate to Environmental Sustainability, describing Eaton's commitment to minimizing the emissions to air, water and land resulting from our operations. Additionally, it describes how we support collective actions that will lead to the worldwide reduction of greenhouse gas (GHG) emissions to address the risks of climate change.

### Actions and transition plan

Eaton has actively pursued climate action to both reduce its impact on climate change and enhance its resilience by adapting to the effects of climate change on its value chains and partner ecosystems.

Eaton senior leadership through the Sustainability Executive Council are briefed on relevant matters related to the climate transition plan. Regular updates on progress toward GHG goals and reduction levers, updated to the Science Based Targets initiative (SBTi) approved targets, and implementation of climate mitigation projects and climate adaptation are provided. Eaton's Board of Directors are regularly updated on Eaton's sustainability targets and progress across the value chain including progress in taking climate action.

In 2025, the company plans to update its climate transition plan to include insights from its most recent Double Materiality Assessment (DMA), Biodiversity Assessment and updated evaluations of physical and transition climate risks.

Eaton is in the process of analyzing eligible and aligned CAPEX and OPEX as it relates to climate mitigation activities as defined by the EU taxonomy for future reporting. During the reporting year, Eaton focused on the following decarbonization levers to reduce Scope 1 and 2 greenhouse gas emissions.

**Manufacturing efficiency:** Implementing capital projects that reduce electricity through more efficient and automated manufacturing equipment and technologies as well as building envelope and system improvements.

**Fugitive emissions:** We will implement alternative solutions to reduce fugitive emissions from refrigerants and sulfur hexafluoride (SF6) from our systems and processes.

**Renewable energy:** Procuring on-site solar panels, energy storage and microgrids in key Eaton locations. We will add new renewables to the grid through off-site utility-scale solar and wind projects.

**Green fleet:** Deploying electric vehicles, charging infrastructure and more efficient fleets for our sales; service and other operational vehicles

**Electrification and fuel switching:** Switching to sustainable fuel sources where possible for processes that combust fuel on-site. Where we can't, we'll electrify processes with renewables.

**Site strategy:** Right-sizing the square footage of our buildings and manufacturing operations globally.

Eaton is committed to reducing its carbon footprint across the entire supply chain by focusing on key areas that contribute to greenhouse gas emissions. These efforts will include the development of targeted actions to decarbonize the following primary levers.

- Flat steel
- Aluminum
- Stampings
- Copper
- Chemicals (Plastics)
- Electric and electronic components
- Electric and electronic assemblies
- Packaging

In addition to these efforts, we increased our understanding of our supply chain resiliency by adopting digital risk management tools that geospatially map critical suppliers, ports and logistics routes. These solutions monitor current operational, geographic and climate risk across 5,000 suppliers and logistics nodes, with the understanding that these risks may be exacerbated by future climate change. We conducted various risk simulations to assess operational, geographic, and climate risks within the supply chain. Additionally, we increased investments in multi-sourcing and near-shoring, with a focus on reducing lead times to build a more resilient supply chain.

**Business continuity management:** Eaton is committed to ensuring the continuity of its business operations and the resilience of its organization in the face of unforeseen

disruptions. The BCM processes are designed to build business resiliency and organizational capabilities to withstand known and unknown challenges. This proactive approach is intended to equip Eaton to respond, recover and continue operating in a safe manner during a crisis or business disruption. The BCM at Eaton includes the Risk Identification and Assessment (RIA) in which Eaton systematically analyzes and rates risks that impact its business to determine which risks require remediation or further controls. This includes evaluating an identified site's threat from risks/perils rated in terms of outcome (severity).

Eaton's business resilience assessment and planning analysis is primarily addressed by its BCM program. Additional assessments such as a Double Materiality Assessment and preliminary Biodiversity Assessment were conducted, though the results were not fully integrated into the iterative BCM during the reporting year. Eaton will investigate aligning these processes moving forward. The BCM program follows specific time horizons to ensure effective planning and response to disruptions.

BCM is refreshed annually, with site and business sector leadership approving BCM mitigation plans. Eaton continues to enhance this process to improve resiliency. Climate related risks have been explicitly included in BCM planning since 2019. Through our BCM process, Eaton develops risk mitigation plans for extreme weather events exacerbated by climate change. The process requires each business sector to identify risks and establish mitigation and recovery plans for key buildings and infrastructure, manufacturing equipment, tooling, suppliers, customers and IT. BCM uses key inputs and risks to formulate strategies that guide business recovery efforts in the event of a disaster.

**Metrics and targets**

During the reporting year, Eaton had goals that aimed to reduce absolute Scope 1 and 2 greenhouse gas (GHG) absolute emissions by 50% (1.5 degree Celsius, aligned science-based target) by 2030, using 2018 as the base year. Additionally, during the 2024 reporting year Eaton had a goal to decrease Scope 3 GHG absolute emissions 15% by 2030 from a 2018 base year. This goal has now been updated with a net zero goal.

At the time of this report’s publishing, these goals have been updated and approved by Eaton’s Sustainability Executive Council and the Board of Directors.

Energy Consumption and Mix	2018	2024
(1) Fuel consumption from coal and coal products (MWh)	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	296,873	225,287
(3) Fuel consumption from natural gas (MWh)	802,562	619,704
(4) Fuel consumption from other fossil sources (MWh)	0	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil and nuclear sources (MWh)	1,113,246	773,027
(6) Total non-renewable energy consumption (MWh) (calculated as the sum of lines 1 to 5)	2,212,680	1,618,017
(7) Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	117	1,394
(8) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	452,527	560,889
(9) The consumption of self-generated non-fuel renewable energy (MWh)	734	14,494
(10) Total renewable energy consumption (MWh) (calculated as the sum of lines 7 to 9)	453,377	576,777
Total energy consumption (MWh) (calculated as the sum of lines 6 and 10)	2,666,058	2,194,794

Energy Intensity	2018	2024
Total net sales (billion USD)	\$18.8	\$24.9
Net sales from activities in high climate impact sectors used to calculate energy intensity (billion USD)	\$18.8	\$24.9
Net sales (other) (billion USD)	\$-	\$-
Total Energy Consumption in high climate impact sectors (MWh)	2,666,058	2,194,794
Energy Intensity (total energy consumption per net sales) associated with activities in high climate impact sectors	141,812	88,222

*Eaton assumes that all energy consumption from our operations is associated with High Climate Impact Sectors, including Sections C.29, C.30, C.33, G, H, L.64.2, and L.64.9 12 of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council (as defined in Commission Delegated Regulation (EU) 2022/128819). 2018 revenue excludes divestitures in both financial and energy values.*

**Scope 1, 2, 3 GHG emissions**

Eaton has reduced absolute scope 1 and 2 greenhouse gas emissions by 35.5% from the 2018 baseline. We have reduced absolute scope 3 emissions by 34% from a 2018 baseline.

Value Chain GHG Emissions	2018	2024
<b>Scope 1 GHG Emissions</b>		
Gross Scope 1 GHG emissions (tCO <sub>2</sub> eq)	284,822	183,752
<b>Scope 2 (location-based) GHG emissions</b>		
Gross location-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	708,059	517,725
<b>Scope 2 (market-based) GHG emissions</b>		
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	700,742	451,886

Value Chain GHG Emissions	2018	2024
<b>Significant Scope 3 GHG Emissions</b>		
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>eq)</b>	78,282,709	51,617,848
1 Purchased goods and services	4,984,934	4,305,545
2 Capital goods	39,283	82,861
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	252,817	180,615
4 Upstream transportation and distribution	308,342	430,379
5 Waste generated in operations	38,911	40,758
6 Business travel	37,204	44,614
7 Employee commuting	151,584	168,347
9 Downstream transportation	10,843	10,826
11 Use of sold products	72,143,782	46,029,761
12 End-of-life treatment of sold products	315,008	324,143

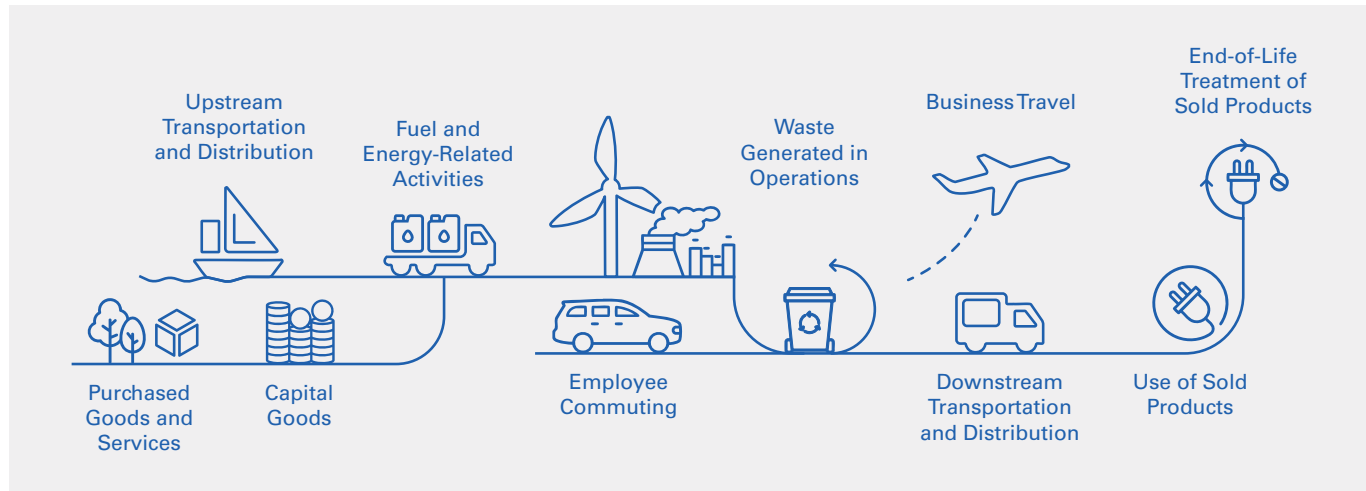
	2018	2024
Total GHG emissions (location-based) (tCO <sub>2</sub> eq)	992,881	701,477
Total GHG emissions (market-based) (tCO <sub>2</sub> eq)	985,564	635,638

GHG Emissions Intensity	2024
Total GHG emissions (location-based) per net revenue (tCO <sub>2</sub> eq/Monetary unit)	28,197
Total GHG emissions (market-based) per net revenue (tCO <sub>2</sub> eq/Monetary unit)	25,550
Net sales used to calculate GHG intensity (billion USD)	\$24.9

Scope 1 and 2 (MB) Emissions by Business (MT CO <sub>2</sub> e)	2024
Corporate	67,213
Electrical Americas	154,920
Electrical Global	119,171
Aerospace	67,866
Vehicle	220,080
eMobility	4,389
<b>Total</b>	<b>633,639</b>

Scope 1 and 2 (MB) Emissions by business (MT CO<sub>2</sub>e). Fleet and corporate jet emissions are included under Corporate.

**CO2e emissions across Eaton’s value chain**



**Measurement Approach**

Please see General information section for information regarding net sales, which aligns to our financial reporting and on which the GHG intensity numbers are based as well as for details regarding the approach towards restatement of prior year figures as necessary.

Eaton reports on the following scope 3 categories:

**Upstream Categories**

- **Category 1-Purchased Goods and Services:** Extraction, production and transportation of goods and services purchased or acquired by Eaton.
- **Category 2-Capital Goods:** Extraction, production and transportation of capital goods purchased or acquired by Eaton.
- **Category 3-Fuel-and Energy-related Activities:** Extraction, production and transportation of fuels and energy purchased or acquired by Eaton, not already accounted for in scope 1 or scope 2.
- **Category 4-Upstream Transportation and Distribution:** Transportation and distribution of products (excluding fuel and energy products) purchased or acquired by Eaton in vehicles and facilities not owned or operated by Eaton, as well as

other transportation and distribution services purchased by Eaton (including both inbound and outbound logistics).

- **Category 5-Waste Generated in Operations:** Disposal and treatment of waste generated in Eaton’s operations, in facilities not owned or controlled by Eaton.
- **Category 6-Business Travel:** Transportation of Eaton employees for business-related activities in vehicles not owned or operated by Eaton.
- **Category 7-Employee Commuting:** Transportation of Eaton employees between their homes and their worksites in vehicles not owned or operated by Eaton.

**Downstream Categories**

- **Category 9-Downstream Transportation and Distribution:** Transportation and distribution of products sold by Eaton between Eaton’s operations and the end consumer (if not paid for by Eaton), in vehicles and facilities not owned or controlled by Eaton. This category includes emissions from retail and storage.
- **Category 11-Use of Sold Products:** End use of goods and services sold by Eaton.
- **Category 12-End-of-life Treatment of Sold Products:** Waste disposal and treatment of products sold by Eaton at the end of their life.

Currently Eaton is not using biofuels and we therefore do not have biogenic emissions in our Scope 1 and 2 totals. In addition, biogenic emissions of CO<sub>2</sub> from combustion or biodegradation of biomass that occur in our value chain are not included in Scope 3 GHG emissions.

**Disclosure of reporting boundaries considered and calculation methods for estimating Scope 3 GHG emissions.**

**Upstream Categories**

**Category 1-Purchased Goods and Services:** This includes all upstream (cradle-to-gate) emissions from the production of products purchased, or acquired, by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products). Eaton has developed a hybrid calculation methodology for category 1 and 2 data that adapts to the activity types in its supply chain. Activity in this category is associated with Eaton’s supply chain spend (turnover) and emissions are calculated using two primary sources for spend-based emissions factors: (1) supplier-specific data obtained from Eaton’s participation in the CDP Supply Chain program and (2) the U.S. Environmentally Extended Input-Output Database (USEEIO).

**Category 2-Capital Goods:** This includes all upstream (cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. Capital goods are final products that have an extended life and are used by the company to manufacture a product; provide a service; or sell, store and deliver merchandise. Examples of capital goods include equipment, machinery, buildings, facilities and vehicles. See the description for category 1 to understand our spend-based calculation methodology, which is also applied for calculating category 2 emissions.

**Category 3-Fuel-and Energy-related Activities:** This includes 1) natural gas emissions (CH<sub>4</sub>) from losses in extraction, transportation and distribution; 2) additional electricity generation emissions to account for grid

losses in distribution or purchased electricity to Eaton; 3) Well-to-Wheel (WTW) emissions (from extraction, refining, production and transport) of scope 1 fuels; and 4) WTW emissions from fuels used to generate purchased electricity and steam (including grid losses). Emissions are calculated using fuel life cycle emissions factors provided by the United Kingdom Government Emissions Factors dataset, as well as grid transmission losses provided by USEPA eGRID and the International Energy Agency.

**Category 4-Upstream Transportation and Distribution:**

This includes emissions from the transportation and distribution of purchased goods and services from tier 1 suppliers to the reporting company’s operations, excluding those owned or controlled by the company. Emissions calculations are conducted at the individual shipment level by referencing freight payment data which includes information on each shipment mode of transport (e.g., LTL, small parcel, TL, ocean, air, etc.), weight and origin-to-destination distance. Emissions are calculated using two primary sources for emissions factors: (1) transport mode-specific emissions factors based on industry averages, and (2) shipment and greenhouse gas emissions reports received from Eaton’s logistics providers.

**Category 5-Waste Generated in Operations:** This category includes emissions from third-party disposal and treatment of waste (solid and wastewater) generated in the reporting company’s owned or controlled operations in the reporting year. Eaton’s waste generation is tracked by weight across 25 major waste streams and five different disposal methods. Emissions associated with waste disposal and treatment are calculated using industry-averaged emissions factors from the EPA’s Waste Reduction Model (WARM), as well as the United Kingdom Government Emissions Factor dataset in cases where appropriate factors were not available in WARM.

**Category 6-Business Travel:** This category includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties. Eaton business travel includes air travel, rail travel, rental cars, taxis and rideshares, other public

transport and expensed mileage in third party-owned vehicles. Emissions from air and rail travel are calculated on a passenger-kilometer and seating class basis, using industry-average emissions factors provided by the United Kingdom Government Emissions Factor dataset. Emissions from rental car travel are calculated using supplier-specific emissions reports, which are then applied to extrapolate emissions across remaining rental car activities on a spend basis. Emissions from taxis and rideshares, other public transport and expensed mileage in third-party owned vehicles are calculated using spend-based emissions factors from the USEEIO.

**Category 7-Employee Commuting:** This category includes emissions from the transportation of employees between their homes and their worksites. Emissions are calculated based on employee headcounts, work location and commute schedules (e.g., full-time, part-time, remote). Country-specific average commute distances and light-duty vehicle emissions rates (WTW) are researched for each country where Eaton employees are located (regional averages are applied where country-specific data is unavailable), referencing numerous sources of information (primary sources include the Global Fuel Economy Initiative and Numbeo).

### Downstream Categories

**Category 9-Downstream Transportation and Distribution:** This category includes emissions from inbound and outbound transportation and distribution that is not paid for by the reporting company. Inbound transportation and distribution not paid for by Eaton is already estimated in Eaton's scope 3 categories 1 and 2, which encompass the emissions from Eaton's suppliers' transportation and distribution to/from Eaton and paid for by a third party. Outbound transportation and distribution not paid for by Eaton is estimated based on the proportion of outbound transport paid for by Eaton vs. outbound transport paid for by third parties. This proportion is applied to Eaton's outbound category 4 emissions (upstream transportation and distribution) to estimate category 9 emissions.

**Category 11-Use of Sold Products:** This category includes emissions from the use of goods and services sold by the reporting company in the reporting year. Eaton manufactures and sells GHG-emitting and energy-consuming products through its two sectors: (1) Electrical which includes products such as electrical components, power distribution and assemblies, wiring devices, circuit protection, utility power distribution and power reliability equipment; and (2) Industrial which includes products such as hydraulic and pneumatic systems, filtration systems, drivetrain and powertrain systems, and electrified vehicle components. Eaton's calculation methodology includes breaking down its product sales into product groups, identifying one or more representative products per group, determining the use phase emissions of those representative products through life cycle assessment studies and engineering estimates, and then extrapolating those emissions to all relevant sales based on total sales revenue and/or sales quantities.

**Category 12- End-of-life Treatment of Sold Products:** This category includes the expected end-of-life emissions from the waste disposal and treatment of products sold by the reporting company (in the reporting year). The calculation method for category 12 emissions follows the same approach as category 11; product sales are broken down into product groups, with one or more representative products per group, and Eaton determines the material composition, disposal methods and end-of-life treatment emissions of each representative product through engineering estimates and assumptions. For Industrial Sector products, disposal methods are considered from the waste disposal datasets published by European Union (Eurostat, 2018), United States (USEPA, 2018) and other data sources. For Electrical Sector products, disposal methods are determined based on the product category rules (PCR) defined by program operators. If disposal methods are not available for a material, an engineering judgment about product end-of-life is used to make a conservative assumption.

Because ISO 14064-3 Section 5.1.7 notes that "The GHG program can establish a threshold for materiality," Eaton

follows the general threshold limit of 5% of the reported GHG Emissions Inventory when considering whether errors, omissions and misrepresentations are material. This limit is aligned with the general recommendations of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Chapter 10).

Based on this threshold, the following five scope 3 categories are excluded from our greenhouse gas inventory as they have been deemed immaterial:

**Category 8-Upstream Leased Assets:** All leased assets are accounted for in reported scope 1 and/or scope 2 emissions.

**Category 10-Processing of Sold Products:** Eaton does not manufacture products that act as raw materials that require further processing.

**Category 13-Downstream Leased Assets:** Eaton does not lease company-owned assets to customers.

**Category 14-Franchises:** Eaton sells products directly to customers without the use of a franchised network.

**Category 15-Investments:** Eaton is not a private or public financial institution with investments not accounted for in scope 1 and/or scope 2 emissions.

When evaluating immaterial greenhouse gas sources, Eaton ensures that the exclusion of the sources does not:

- Compromise the relevance of the reported inventory
- Significantly reduce the combined quantity of scope 1, scope 2, and biogenic CO<sub>2</sub>e emissions reported
- Impact ability to identify viable opportunities for emissions reductions projects
- Impact the ability to ascertain whether Eaton has achieved a reduction (of 5% or greater) in total entity emissions from one year to the next
- Impact ability to assess climate change related risk exposure
- Impact Eaton's decision-making needs (i.e., is not expected to be deemed critical by key stakeholders)

### GHG removals

Eaton does not have programs focused on pulling greenhouse gases out of the atmosphere and storing those gases, nor did it purchase carbon credits in 2024. Additionally, Eaton is not claiming carbon neutrality for the year 2024.

Eaton will evaluate a residual emission strategy. Levers for decarbonization in our existing value chain—where emissions are not residual—are being prioritized, as financing of mechanisms such as electrification of products and lower carbon materials need to first be understood and secured before additional initiatives can be determined. Residual emission measures will be developed in alignment with SBTi guidance and other guidelines dictated by validating bodies and will also be relevant to Eaton's business and value chain.

### Internal carbon pricing

Eaton has estimated costs for various carbon reduction project types, ranging from \$7 to \$600 per metric ton of CO<sub>2</sub>e reduced, with a weighted average shadow price of \$15 per metric ton. This shadow price impacts strategic decisions on renewable energy and energy efficiency projects and will evolve over time.

Please refer to ESG Databook for additional metrics.

## POLLUTION

### Material impacts, risks and opportunities

Identified IRO	Category	Value Chain
Elimination of hazardous chemicals improves safety and reduces environmental risks, benefiting workers, communities and ecosystems.	+	Core Operations
Continued use of hazardous substances in operations poses risks to people and the environment.	-	Upstream Core Operations

+ Positive Impact   - Negative Impact   ✓ Opportunity   ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

#### Processes to identify impacts, risks and opportunities

Eaton's management system includes a risk assessment process to identify and evaluate EHS risks and opportunities arising from activities, products and services to enable informed decision-making that eliminates or minimizes harm to the environment and drives continual improvement. To identify pollution-related potential and actual impacts, Eaton requires all production sites to conduct annual environmental assessments covering air emissions, waste, noise, water withdrawal and water discharge, as well as soil and groundwater quality. Eaton has in place a restricted chemicals list informed by applicable laws and regulations for our operations.

#### Harmful Substances Management Policies

Eaton applies a standard group of practices worldwide to address environmental impacts. The globally deployed, unified system is MESH (Management of Environment, Safety, Security and Health). MESH is monitored through corporate assessments every three years and annual self-assessments at the sites. MESH is designed to conform with international standards such as ISO 14001 and ISO 50001. This system is explained in more detail in the [EHS Policy](#).

Eaton has individual policies for air, water, waste and emergency response to spills that address the prevention of pollution and require proactive controls to ensure compliance with both regulatory standards and Eaton's internal above-and-beyond compliance standards. If a facility is in a country with no specific wastewater regulations or guidance, the facility must identify reasonable "good practice" standards from other countries in the region and establish its own set of standards. The risk assessment and all individual policies are reviewed annually at the corporate level and site level through required self-assessments.

In addition, Eaton has a [Supplier Code of Conduct](#) which requires our suppliers to minimize environmental pollution and make continuous improvements to reduce or eliminate solid waste, wastewater and air emissions by implementing appropriate conservation measures in their production, maintenance and facility processes. Further, it requires suppliers to comply with regulated substance and product content specifications and applicable laws prohibiting or restricting the use, content, or handling of specific substances, including RoHS, WEEE, REACH, California Prop. 65 and other similar laws.

#### Actions

Eaton is dedicated to the safe handling of chemicals and aims to avoid using harmful substances in the development and design of new products and processes. Furthermore, the company is committed to reducing the use of these chemicals and finding suitable alternatives whenever possible.

Eaton employs a cross-functional team comprising representatives from Product Stewardship, EHS, Supply Chain Management, Legal and Public Affairs to regularly review the company's inventory of banned and restricted substances. This list is built upon existing processes and controls within MESH and PROLaunch (Eaton's integrated system used for the planning and execution of projects, programs and project portfolios).

Our MESH program provides processes to identify key EHS risks and impacts, develop operational controls, and prepare emergency response and contingency plans. Eaton facilities provide planning, equipment and training for on-site incidents, and our employees work with local community safety units to prepare for combined responses.

#### Environmental protection and remediation

Eaton's remediation program controls the risk around historical releases of pollution to soil.

Eaton is involved in remedial response and voluntary environmental remediation at a number of sites, including certain of its currently owned or formerly owned plants in relation to historical pollution. The company has also been named a potentially responsible party under the United States federal Superfund law, or the state equivalents thereof, at a number of disposal sites. The company became involved in these sites as a result of government action or in connection with business acquisitions. At the end of 2024, the company was involved with a total of 108 sites worldwide, including the Superfund sites mentioned above, with none of these sites being individually significant to the company.

Remediation activities, generally involving soil and/or groundwater contamination, include pre-cleanup activities such as fact finding and investigation, risk assessment, feasibility study, design and action planning, performance (where actions may range from monitoring, to removal of contaminants, to installation of longer-term remediation systems), and operation and maintenance of a remediation system. Eaton has established an environmental reserve to accrue for the cost of remediation activities. A number of factors affect the cost of environmental remediation, including the number of parties involved at a particular site, the determination of the extent of contamination, the length

of time the remediation may require, the complexity of environmental regulations, and the continuing advancement of remediation technology. Taking these factors into account, Eaton has estimated the costs of remediation, which will be paid over a period of years. Eaton accrues an amount on an undiscounted basis, consistent with the estimates of these costs, when it is probable that a liability has been incurred. Actual results may differ from these estimates. As of December 31, 2024 and 2023, the Company had an accrual totaling \$70 million and \$71 million, respectively, for these costs.

The extent of expected remediation activities and costs varies by site. A number of factors affect the cost of environmental remediation, including the number of parties involved at a particular site, the determination of the extent of contamination, the length of time the remediation may require, the complexity of environmental regulations, and the continuing advancement of remediation technology. Taking these factors into account Eaton has estimated the costs of remediation which will be paid over a period of years. The company accrues an amount on an undiscounted basis, consistent with the estimates of these costs, when it is probable that a liability has been incurred. Actual results may differ from these estimates.

Based upon Eaton's analysis and subject to the difficulty in estimating these future costs, the company expects that any sum it may be required to pay in connection with environmental matters is not reasonably possible to exceed the recorded liability by an amount that would have a material effect on its financial position, results of operations or cash flows.

#### Metrics and targets

Eaton has a continuous target of zero significant non-compliance events to support and promote its environmental policies and prevent negative impacts.

Additionally, our 2030 targets found on page 6 related to zero water discharge, zero waste-to-landfill and greenhouse gas reduction help to mitigate Eaton's potential pollution impacts in our operations and value chain.

## WATER

### Material impacts, risks and opportunities

Identified IRO	Category	Value Chain
Improved water efficiency and recycling benefits water-stressed regions.	+	Core Operations

+ Positive Impact   - Negative Impact   + Opportunity   - Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

#### Processes to identify impacts, risks and opportunities

To assess water-related impacts, risks and opportunities, we conduct screenings of our production sites for areas of water stress and risk using the WRI Aqueduct Water Risk Atlas. This tool is used to evaluate catchment areas around facilities to identify water-stressed regions.

Additionally, Eaton's [MESH Element for Water Management](#) outlines the key objectives and requirements for our water management program and requires sites to complete site level water risk assessments within their site. Each site must identify all water sources used in operations including municipal supplies, on-site wells, rainwater, recycled water, surface water, etc. Sites are required to characterize their wastewater to understand any pollutants of concern.

#### Water withdrawal, consumption and discharge Policies

Eaton's [EHS Policy](#) is the umbrella policy which relates to both MESH, as well as to the specific MESH Element for Water Management, available internally. The policy requires sites

to identify their plant water profile by preparing items such as plantwide flow diagrams, water balances, treatment flow diagrams and characterizations of wastewater pollutants of concern. It defines the expectations of operation of treatment facilities including proactive controls to ensure the proper treatment systems, standard operating procedures, operational records and operations and maintenance of equipment.

Additionally, the policy promotes water efficiency by detailing requirements of identifying sources of water, tracking monthly intake of water and performance to water reduction goals, water minimization plans and projects submitted as part of the site's profit planning process.

The [Supplier Code of Conduct](#) mandates suppliers to minimize environmental pollution and make continuous improvements to reduce or eliminate solid waste, wastewater and air emissions by implementing appropriate conservation measures in their production, maintenance, and facility processes.

#### Actions

As global demand for water grows, Eaton continues to reduce our water consumption and implement responsible water practices. Our processes are not particularly water intensive, but water is critical to many of our operations. As water stress becomes more pronounced in some areas in which we operate, this will continue to be an area of focus for us.

The practices and procedures in Eaton's EHS management system (MESH) are developed to identify water and wastewater requirements and ensure proper controls are in place to prevent adverse impacts on the environment. Eaton's water policy establishes the minimum requirements for all Eaton sites and remote work locations worldwide. Each Eaton site is required to meet all regulatory and water emission limits established by local authorities. If water emission limits are exceeded at a site, a thorough investigation is required to identify root causes and corrective actions, which are tracked to closure in Eaton's internal audit tracking database.

Sources of water intake including municipal, groundwater withdrawal, surface water withdrawal and rainwater are tracked at all sites. Most of the water used at Eaton's facilities comes from a municipal water supply. Although not a large consumer of water, most of the water used in manufacturing processes is treated and discharged to publicly owned treatment works and to surface water. Any sourcing of water and marine resource issues, if they arise, are handled on a case-by-case basis.

Eaton's MESH Element of Water Management is used to implement proactive controls to ensure our sites minimize impact and risk from a water management standpoint. The element requires sites to review water use and identify areas where it can be eliminated or reduced. More specifically, each site must identify all water sources used in operations including municipal, on-site wells, rainwater, recycled water, surface water, etc. Sites must identify water-related risks and determine appropriate opportunities or corrective actions to mitigate those risks.

In addition to deployment of Eaton's MESH Element for Water management, sites in areas of high-water stress create action plans toward recycling 100% of their industrial water. Eaton is committed to implementing our zero water discharge program at all of our high water-stress sites. This certification requires sites to manage industrial wastewater in a beneficial manner so that all water is recycled and reused. Eaton facilities that generate wastewater are required to

characterize their wastewater to understand any pollutants of concern and ensure proper wastewater treatment is implemented to treat and return the water to surface water. Wastewater generated at a manufacturing facility may contain contaminants such as metals, organic compounds, oil and grease. Wastewater is typically treated on-site and then released to a body of water, discharged to an off-site wastewater treatment facility, transported off-site for disposal, or treated on-site and reused/recycled possibly resulting in zero discharge of industrial wastewater.

Wastewater treatment controls include having detailed standard operating procedures, operational records and checklists, training of operators, appropriate staffing/resources to operate wastewater treatment, preventive maintenance on all treatment systems, and appropriate sampling and analytical monitoring based on any water regulation or permitting requirements.

We conduct consultations where there are specific requirements under local environmental or planning laws or as part of obtaining and maintaining permits, licenses or other consents.

#### Metrics and Targets

Eaton has committed to certifying 10% (20 sites) of its manufacturing sites to zero industrial water discharge (ZwaD) by 2030. This aim helps to ensure more sites are reusing and recycling their industrial wastewater and minimizing usage of water for sanitary purposes. Since 2020, Eaton has certified 21% of sites to zero industrial water discharge, exceeding the 2030 goal.

The certification requirements are detailed in the Zero Water Discharge Certification standard. A corporate EHS resource verifies compliance at sites ready for certification using the outlined process. Each year, an external third-party verifier randomly selects two certified sites to review their certification criteria and evidence, ensuring compliance with Eaton's internal standard. The verifier then provides a formal verification statement and report.

Eaton’s internal certification process requires sites to achieve an industrial wastewater discharge rate of 2% or less and manage all industrial wastewater beneficially, ensuring all water is recycled and reused.

**Water use**

Water use is measured as water intake including groundwater withdrawal, purchased water, rainwater withdrawal and surface water withdrawal.

In 2024, total water intake was 2,748,296 m<sup>3</sup>. Monthly water intake is tracked, including purchased water, surface water, groundwater withdrawal and rainwater. For 2024, water intake for sites designated as high or extremely high-water stressed sites was 879,727 m<sup>3</sup>.

Please refer to ESG Databook for additional metrics.

Metric	2018	2023	2024
Surface water withdrawal from rivers, lakes, natural ponds (megaliters)	86	67	34
Groundwater withdrawals from wells, boreholes (megaliters)	675	548	479
Municipal potable water withdrawals (megaliters)	2,706	2,191	2,230
Rainwater use	4	12	5
Total water withdrawal (megaliters)	3,472	2,818	2,748
Percent of water withdrawn from areas with water stress	NA	32%	32%

**BIODIVERSITY AND ECOSYSTEMS**

**Material impacts, risks and opportunities**

Identified IRO	Category	Value Chain
Operational sites near protected areas and high biodiversity value regions pose risks to biodiversity and ecosystems if not properly managed.	-	Upstream

+ Positive Impact - Negative Impact ✓ Opportunity ⚠ Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

**Processes to identify impacts, risks and opportunities**

Biodiversity was evaluated as part of Eaton’s Double Materiality Assessment (DMA) through which it identified the potential for material negative impacts in Eaton’s upstream value chain. To analyze Eaton’s impacts on biodiversity and ecosystems, Eaton performed an initial evaluation using ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure), an open-source tool and database that highlights how businesses may be exposed to accelerating environmental change covering our direct operations and informing how we include biodiversity/nature related risk in our supply chain sustainability and sourcing programs in the future. Eaton’s current waste, water and greenhouse gas emissions targets are relevant targets for our impacts to biodiversity. Material negative impacts with regards to land degradation, desertification, or soil sealing are likely isolated to upstream activities.

Eaton’s review and evaluation of its own operations and supply chain for nature-related risks was informed by the guidance issued from the Taskforce on Nature-Related Financial Disclosures (TNFD) LEAP (Locate, Evaluate, Assess, Prepare), World Business Council for Sustainable Development (WBCSD)’s Roadmaps to Nature Positive guidance, as well as GRI standards.

Eaton’s assessment of systemic risks related to biodiversity and ecosystems is ongoing. This includes site-level evaluations of specific locations, raw materials production and sourcing practices that may have negative or potential negative impacts on biodiversity related topics.

**Biodiversity loss, conditions of and dependencies on ecosystems and state of species Policies**

We are committed to minimizing the environmental impact of our operations and products wherever we do business and to continuously improving our EHS performance as outlined in our [EHS Policy](#), and the related MESH management system. Our MESH management system elements cover air emissions and energy management, water, waste, chemicals and hazardous materials all of which contribute to preventing biodiversity loss. Its scope covers all of Eaton’s owned, leased or managed operational sites including those where biodiversity sensitive areas may be located.

These efforts are further supported by Eaton’s [Supplier Code of Conduct](#) and our [Supply Chain Sustainability/ Responsible Sourcing Policy](#) which require our suppliers to evaluate the environmental impacts of products and components they supply and source in line with international or other standards at Eaton’s request. Additionally, suppliers must minimize environmental pollution and make continuous improvement efforts to reduce or eliminate solid waste, wastewater and air emissions by implementing appropriate conservation measures supporting efforts to manage actual or potential impacts on biodiversity and ecosystems along the value chain.

**Actions and transition plan for nature**

The company collaborates with upstream suppliers and downstream partners to manage the impacts to biodiversity. Eaton aims to contribute to sustainable outcomes and build resilience across its operations and value chain.

As part of Eaton’s real estate planning process, we seek to consider sustainable land practices such as reduced waste to landfill and water conservation in water-scarce areas. Additionally, as part of Eaton’s community building efforts, Eaton has three focused giving pillars, one of which focuses on environmental efforts, which can include funding projects that promote biodiversity and water conservation. Please see the Affected Communities section, page 48, to learn more about Eaton’s community engagement efforts.

Preliminary biodiversity assessment information is not integrated formally into Eaton’s other policies at this time. This will be evaluated moving forward.

**Targets**

As part of our Sustainability roadmap, we are continuously working to understand and measure our impacts and dependencies and will continue this effort into 2025.

We are undertaking an impact assessment using the LEAP framework to further refine our understanding of our impacts and risks, management approaches and to determine if additional resources or nature-related targets or policies are warranted. Eaton’s current waste, water and greenhouse gas emissions targets are relevant to our potential impacts on biodiversity. As we continue our work to identify and measure for potential impacts we are also evaluating if it is appropriate for Eaton to introduce specific targets in the future.

**RESOURCE USE AND CIRCULAR ECONOMY**

**Material impacts, risks and opportunities**

Identified IRO	Category	Value Chain
Improved waste management conserves resources and benefits the environment and communities.	+	Core Operations
Circular economy principles can reduce waste and environmental impact.	+	Core Operations Downstream
Increased waste and improper disposal can harm the environment and community health.	-	Core Operations
Failure to adopt circular economy principles can deplete resources and degrade the environment.	-	Upstream Core Operations Downstream

+ Positive Impact - Negative Impact ✓ Opportunity ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

**Processes to identify impacts, risks and opportunities**

We regularly assess impacts and risks through environmental evaluations at each production site and as part of our product development processes.

**Resource inflow, resource outflow and waste Policies**

Eaton implemented its [Supply Chain Responsible Sourcing Policy](#) to define expectations and processes necessary to ensure sustainable consumption and production patterns. This policy prioritizes the procurement of environmentally sound, energy-efficient products and promotes socially and environmentally responsible purchasing practices at both the category and program level.

Several aspects of the [EHS Policy](#) relate to resource use and circular economy including the EHS MESH management

system, Environmental Sustainability, Business Integration, Compliance, Sustainable Products, Supply Chain, Stakeholders, Community and Employees. These practices are further supported by Eaton’s [Responsible Sourcing of Conflict Minerals Policy](#) and [Supplier Code of Conduct](#) to address broader value chain impacts.

**Actions**

Eaton is transforming the way it designs, builds, extends, refreshes and recycles products enabling solutions to work even longer. Environmental concerns are continually considered as part of Eaton’s product design process, with the principal objective of Design for the Environment (DfE) being to reduce the overall impact of a product across its lifecycle: production, distribution, use and end of life. The Positive Impact Framework (PIF) guides new product development to produce more environmentally sustainable products and has been integrated into Eaton’s product innovation system. Additionally, the zero waste to landfill goals ensure manufacturing sites reduce waste and conserve resources. Eaton tracks the greenhouse gas reduction potential of new products with internal targets to continue driving improvements in the sustainability of its portfolio of solutions. The executive vice president and chief technology officer

oversee Product Development, R&D, and Innovation. Eaton has corporate research teams in the United States, China, India, Ireland and the Czech Republic with data science teams working to enhance digital platforms and capabilities. Eaton collaborates with a diverse network of partners including academia, government agencies and research incubators. Chief technology officers at both corporate and business levels set annual internal targets for product stewardship and sustainability, tracking progress through dashboards and monthly review meetings. Additionally, they are responsible for advancing circular economy initiatives related to Eaton’s products, ensuring sustainable practices throughout the product lifecycle.

**Metrics and targets**

By 2030, Eaton aims to have all manufacturing sites meet zero waste-to-landfill certified status. Zero waste-to-landfill is defined as consistently achieving a landfill waste diversion rate of 98% or more through reuse, composting, recycling, or incineration with energy recovery where the heat generated by incineration is collected and used. Each of Eaton’s zero waste-to-landfill sites undergoes an internal audit process to verify conformance to this definition and ensure proper tracking and oversight practices. Additionally, we use third-party verification to ensure the quality of our program and our waste-to-landfill data. We periodically review waste targets and adjust our practices as necessary. The zero waste-to-landfill target focuses on reducing overall waste, reuse and recycling. Targets set at the enterprise or corporate levels are voluntary, while mandatory targets are established locally if required by regulatory requirements.

Eaton is committed to advancing sustainable solutions. To calculate sustainable solutions sales, revenue is tracked from products and solutions that enable electrification, energy transition, electric grid resilience, increased efficiency in ground and air transportation and improved air quality. These solutions align with the U.N. SDGs and are recognized by some stakeholders for their positive environmental impact. Success is further measured by several KPIs, including sustainable R&D investments, the percentage of New Product Innovation meeting the Positive Impact Framework

criteria, the reduction of scope 3 embedded carbon and use-phase carbon in solutions, how solutions help customers reduce their own emissions, and contributions to a low-carbon future. Progress on these KPIs is reported regularly to a Steering Committee and biannually to the Sustainability Executive Council.

**Resource outflows**

The waste stream categories relevant to Eaton’s activities include batteries; bulbs; cardboard and paper; construction waste; drums and similar containers; electronic equipment; general trash; glass; grinding swarf; industrial wastewater; toxic, corrosive, reactive liquids; lubricants and used oil; medical and biological waste; mercury-containing waste; metal scrap; plastic manufacturing waste; rubber scrap and hoses; toxic, corrosive, reactive solids; lab pack waste; and inert solids, sludges, and sediment. The most common materials present in Eaton’s waste are metals, plastics, lubricants and oils, rubber materials, wood materials, and acid and corrosive liquid materials. Eaton had zero reportable spills in 2024.

Our current waste disposal data is classified into several categories: incinerated, incinerated with energy recovery, landfilled, recycled and reused. This data is entered into a reporting database and is derived from various sources including manifest information, invoices from disposal facilities, transfer notes from contracted waste collectors and other documentation.

Eaton is committed to sustainable waste management practices. In 2024, 85% of Eaton’s hazardous waste was recycled, reused or incinerated with energy recovery. The total landfilled waste, which includes waste incinerated without energy recovery, amounted to 7,371 metric tons, representing 4% of the total waste generated. Additionally, Eaton successfully diverted 185,109 metric tons of non-hazardous waste from disposal by recycling, reusing by an external party, or incinerating with energy recovery. The breakdown of waste disposal is detailed in the table to the right.

Non-hazardous	2024 Metric Tons
Non-hazardous waste diverted from disposal due to recycling	140,209
Non-hazardous waste diverted from disposal due to preparation for reuse	21,395
Non-hazardous waste diverted from disposal due to other recovery operations	0
Non-hazardous waste directed to disposal by landfilling	5,265
Non-hazardous waste directed to disposal by incineration	12,715
Non-hazardous waste directed to disposal by other disposal operations	0
<b>Total non-hazardous waste</b>	<b>179,584</b>

Hazardous	
Hazardous waste diverted from disposal due to recycling	4,968
Hazardous waste diverted from disposal due to preparation for reuse	3,204
Hazardous waste diverted from disposal due to other recovery operations	0
Hazardous waste directed to disposal by landfilling	836
Hazardous waste directed to disposal by incineration	3,888
Hazardous waste directed to disposal by other disposal operations	0
<b>Total hazardous waste</b>	<b>12,896</b>

Totals	
Total waste generated	192,480
Non-recycled waste	22,704
Percentage of non-recycled waste	12%

## OWN WORKFORCE

### Material impacts, risks and opportunities

Identified IRO	Category	Value Chain
Respecting labor standards can improve employee wellbeing and brand reputation.	+	Core Operations
An engaged and varied workforce fosters innovation and creativity, creating long-term value through improved safety, quality, and sustainability.	+	Core Operations
Potential human rights incidents can harm employees and local communities.	-	Core Operations
Failure to comply with labor laws can cause production disruptions and reputational damage.	-	Core Operations Downstream
Failure to implement initiatives that promote an equal and welcoming environment can result in discrimination, loss of talent and missed growth prospects.	-	Core Operations
Insufficient occupational health and safety practices can lead to injuries, fatalities and environmental incidents.	-	Core Operations

+ Positive Impact
 - Negative Impact
 ✔ Opportunity
 ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

#### Employee engagement and satisfaction

Eaton is dedicated to creating a thriving and sustainable workplace for all employees. This commitment includes fostering open communication channels, promoting a culture of acceptance and empowerment, and ensuring employee well-being through various support programs. Eaton also prioritizes professional development by offering opportunities for career growth and advancement. Additionally, we emphasize the importance of work-life

balance and provide resources to help employees manage their personal and professional lives effectively.

Eaton follows core international human rights instruments including the United Nations Universal Declaration of Human Rights; International Covenant on Civil and Political Rights; International Covenant on Economic, Social and Cultural Rights; International Labor Organization Declaration on Fundamental Principles and Rights at Work; UN Guiding Principles on Business and Human Rights; United Nations Declaration of Rights of Indigenous Peoples; and the OECD Guidelines for Multinational Enterprises. Where conflicts arise between internationally recognized human rights and national laws, Eaton will follow an approach that aligns with the principles of international human rights to the fullest extent possible. Eaton is proud to be a signatory

to the United Nations Global Compact and is a member of the Responsible Business Alliance. Both organizations advocate for active participation of business in promoting human rights.

#### General processes for employee engagement

We engage with our workforce both directly and indirectly through multiple processes to inform our decisions. The feedback gathered through various employee listening processes informs our interventions, programs and initiatives to better align with the needs and expectations of the workforce, ensuring that Eaton's decisions and activities are guided by the needs and concerns of its employees. This leads to more effective management of actual and potential impacts on the workforce.

#### How we Listen

We use multiple feedback mechanisms to understand the employee experience at every stage of the journey—from onboarding to exit. These include:

- Global Employee Survey (every 24 months):** A comprehensive survey sent to all employees worldwide to gather insights on culture, engagement, and progress toward our sustainability and aspirational goals.
- Pulse surveys:** Short, targeted surveys conducted after major organizational changes or leadership transitions to quickly assess employee sentiment.
- Acquisition surveys:** Administered to new employees post-acquisition to gather feedback on job satisfaction, company culture, and the integration process.
- Onboarding surveys:** Tailored by business or sector to understand how new hires are experiencing their first months at Eaton.
- Exit surveys:** Conducted by a third-party provider (Perceptyx) to understand why employees leave and what they valued most during their time at Eaton. These include both scaled and open-ended questions.
- Deeper listening sessions:** Managers hold team discussions, focus groups, and 1:1s to explore survey results and gather additional feedback.

#### Turning feedback into action

Employee feedback isn't just collected—it's acted upon. Leaders, in partnership with HR and the Global Talent and Learning Center of Excellence, review results to identify trends, address concerns, and shape talent strategies. This includes:

- Creating action plans to address key themes
- Enhancing development programs
- Improving communication and recognition practices
- Adjusting policies to better support employee needs
- Leadership Accountability

Engagement starts at the top. Our CEO sets long-term engagement goals, which are tracked in our annual sustainability report. Leaders across the organization are expected to use employee listening tools to guide team performance, foster collaboration, and build a supportive work environment.

By continuously listening and responding, we ensure that Eaton remains a place where employees feel valued, heard, and empowered to thrive.

As part of Eaton's commitment to inclusivity and understanding the diverse perspectives within the workforce, a thorough process is undertaken to gain insights into any potential differences in experience across our workforce. This process involves an in-depth analysis of global employee survey data to identify potential disparities and areas for improvement across the workforce. Additionally, yearly focus group discussions with employees delve deeper into experiences, challenges and suggestions for fostering a more inclusive work environment. This process is embedded in the human resources strategy for which the chief human resources officer is accountable.

### Process for raising employee concerns or grievances

There are multiple ways in which employees can raise and resolve workplace-related concerns or grievances, including through the local or global Human Resources or Legal function, or to the Ethics and Compliance team, which provides a confidential, neutral and independent resource for discussing workplace issues.

We encourage all employees who have concerns or questions to speak up. Where employees have workplace and employment-related concerns, complaints or grievances they are encouraged to speak up to their line manager and/or Human Resources. Employees who have concerns or questions about ethics and compliance are encouraged to speak up to the Ethics and Compliance team. Managers and other leaders are expected to listen and encourage the reporting of questions and concerns. They—along with the Ethics and Compliance team—follow up by responding to employees' questions and concerns and taking necessary actions.

Eaton's Ethics Help Line, as outlined in the [Code of Ethics](#), is an independent, confidential whistleblower hotline with legal protection and a dedicated resource for employees and any other person (including customers and suppliers) to ask a question, raise a concern or report questionable conduct or business practices.

Representatives are available 24 hours a day, 7 days a week and are available in multiple languages. Interpretation services are provided when needed. At a reporter's election and subject to local law, reporting may be done anonymously.

Eaton's [Code of Ethics](#) states our strict non-retaliation policy, protecting employees who make good faith reports of ethics and compliance concerns and/or assist with an investigation. Eaton promotes transparency and accountability in handling ethics and compliance matters. Allegations of misconduct or questionable practices,

regardless of source, are investigated as appropriate and confidentiality is maintained to the fullest extent possible. Appropriate corrective actions are part of Eaton's standard investigation process. Depending on the outcome of an investigation corrective actions may include employment action, additional training and modifications to processes or policies, among others. Corrective-action decisions are taken collaboratively, often with Ethics and Compliance, Human Resources, legal counsel and managers providing input. Investigations also include root-cause analysis and lessons learned from key investigations are periodically shared across the organization. Matters reported to the helpline are tracked through the EthicsPoint system run by Navex. Eaton measures completion rates for ethics cases and strives to reduce the time to closure metric.

In 2024, 2,355 matters were reported through the Help Line. This translates to 2.5 per 100 employees, which is above the 2024 Navex benchmark of 1.12 matters/100 employees. Forty-eight percent of matters were reported anonymously, which is above the Navex benchmark of 44%. Forty-eight percent of matters investigated and closed as of 12/31/2024 were substantiated.

### Work-related rights Policies

Eaton's [Code of Ethics](#) describes how we all own ethics and how we hold ourselves to the highest ethical standards in every situation. Our Code sets forth ten key principles of ethical behavior, which serve as the foundation for doing business right. It does not, and cannot, cover every ethical issue but it serves as a guide for our daily work and explains what it means to act with integrity.

Additionally, Eaton's [Human Rights Policy](#) outlines our expectations for respecting human rights in our business practices, including our own workforce and beyond, and for avoiding complicity in human rights violations consistent with our values and our [Code of Ethics](#), group policies and applicable laws.

### Actions

We continually measure the impact and effectiveness of our ethics and compliance program through a variety of data and metrics, leader feedback, benchmarking, employee surveys and external assessments.

One specific method for measuring the effectiveness of our ethics and compliance program is our biennial employee survey. The survey provides a structured way to evaluate employee engagement and to solicit ideas for how we can keep improving our workplaces. There are five specific questions on the bi-annual employee engagement survey that measure employees' perceptions of Eaton's ethical culture. These include a question related to employees' comfort in speaking up without fear of retaliation.

### Environmental Health and Safety Policies

Care of our employees and the environment is the responsibility of all leaders. The corporate Environmental, Health and Safety (EHS) team provides functional and thought leadership and is led by the chief sustainability officer and executive vice president, who is a member of the Senior Leadership Committee.

Our goal is to provide a secure and safe work environment for all our employees, contractors and visitors. We commit to meet or exceed regulatory and company requirements of EHS. We require our employees and third parties who work with us to work safely.

Eaton's [EHS Policy](#) describes how we are working to create a "zero incident safety culture" and to continuously improve our health and safety performance through the implementation of our management system to address

environmental, health and safety and security. Additionally, our safety principles and expectations are detailed [here](#). These principles require everyone to be responsible and accountable for recognizing and correcting at-risk behavior or unsafe conditions. The company will not permit retaliation against an employee who in good faith reports a safety violation.

Our EHS policy and safety principles apply to all third parties performing activities at Eaton locations including suppliers, contingent workers, contractors, vendors, visitors and all other non-Eaton employees.

### Actions

The Eaton MESH management system global minimum standards implement the company values and commitments outlined in the EHS policy and are deployed across Eaton. Eaton defines MESH as its management system to address environmental, health and safety, and security related activities. The foundations of MESH are the ISO 14001 and ISO 45001 standards, and MESH is established in conformance with both standards. The management system provides a framework for systematically identifying and managing EHS risks, impacts and opportunities. It also guides the businesses on integrating the management system into their strategic planning and operational processes to drive accountability, results and continual performance improvement.

Employees and contractors who violate core safety requirements may be subject to disciplinary action up to and including terminations. We have a zero-tolerance approach to violations of lifesaving rules because a violation could result in serious injury or even death.

### Health and safety targets and metrics

Eaton consistently prioritizes the safety and wellbeing of its employees. The company’s MESH policies and principles apply to all employees, ensuring that detailed management systems are audited for sites with over 50 people, excluding office-only locations. Approximately 91% of the workforce operates in these locations.

In 2024, we experienced a tragic loss when one of our employees suffered a fatal injury due to a work-related incident. We can report that we experienced no other work-related employee fatalities in this reporting period. A total of 382 total work-related accidents were recorded in 2024, all of which fall under OSHA guidelines for recordability. This marks a 13% decrease compared to 2023. The total recordable incident rate for 2024 was 0.39, reflecting a 13% improvement over the previous year.

#### Safety metrics

Employee fatalities as result of work-related injuries and work-related ill health	1
Contractor fatalities as result of work-related injuries and work-related ill health	0
Total recordable cases	382
Total recordable case rate	0.39

### Prohibition against harassment and discrimination and promoting equal opportunities Policies

Eaton’s [Harassment-Free Workplace Policy](#) prohibits harassment in our workplaces and our internal Diversity and Inclusion policy promotes equal opportunities for all job applicants and employees. Together these policies prohibit unlawful discrimination consistent with our values, [Code of Ethics](#), and applicable laws. Additionally, our [Human Rights Policy](#) outlines Eaton’s expectations for respecting human rights in our business practices and for avoiding complicity in human rights violations consistent with our values and [Code of Ethics](#), group policies and applicable laws.

### Actions

We actively engage with and leverage our Inclusion Eaton Resource Groups (iERGs). These groups serve as a bridge to connect employees and create supportive communities where everyone is welcomed and can grow. They help us to build awareness of workforce needs, amplify talent strategies, and share ideas to improve inclusion. iERGs provide open forums for exchanging ideas and act as a catalyst for learning, collaboration, and professional growth. By collaborating closely with these groups, Eaton is committed to creating an environment where every individual is empowered to reach their full potential. We strive to cultivate a workplace culture that is not only filled with diverse backgrounds, perspectives and experiences; but is genuinely inclusive, where every employee feels respected, supported and empowered to thrive.

### Own workforce metrics

	2023	2024
<b>Total number of employees</b>	93,781	94,443
Number of employees in countries with at least 50 employees	93,318	94,062
<b>Turnover</b>		
The total number of employees who left Eaton in 2024 was	19,820	17,381
The total turnover percentage (voluntary and involuntary turnover)	21%	18%

Percentage of employees at top management level	0.0254% of Total Active Employee Headcount are part of the Global Senior Leadership Team
Number of employees (head count) under 30 years old	19,365 is the number of active employees (head count) under 30 years old
Number of employees (head count) between 30 and 50 years old	53,722 Number of active employees (head count) between 30 and 50 years old
Number of employees (head count) over 50 years old	21,356 Number of active employees (head count) over 50 years old
Disclosure of own definition of top management used	Top level management at Eaton includes CEO, business presidents and functional leads — the senior leadership council

## SUPPLIER AND HUMAN RIGHTS

### Material impacts, risks and opportunities

Identified IRO	Category	Value Chain
Failure to comply with labor laws can cause production disruptions and reputational damage.	-	Upstream Downstream
Potential human rights incidents can harm workers and local communities.	-	Upstream Downstream
Insufficient occupational health and safety practices can lead to injuries, fatalities and environmental incidents.	-	Upstream

+ Positive Impact - Negative Impact ✓ Opportunity ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

Eaton has conducted risk-based mapping of high-risk commodities and regions. In addition, Eaton has established partnerships with NGOs and industry associations focused on supply chain human rights risks and leverages their resources to support our human rights due diligence and capital practices.

#### General processes for engagement

Eaton has set clear expectations for its suppliers and has established processes for supply chain workforce engagement where appropriate.

Suppliers are required to affirm to our [Supplier Code of Conduct](#) which includes requirements to comply with the law and to respect labor and human rights. Under our Code we require suppliers to implement processes to ensure that its workforce can raise concerns and report grievances, confidentially (including concerns related to non-compliance with applicable laws, ethical or criminal or human rights violations or other suspected wrongdoings or misconduct) and, where the law permits or mandates, also anonymously. We also require our suppliers to include in their processes the protection of the

individual who reports a concern or grievance in good faith or who assists with an investigation from retaliation. In addition, Eaton's [Global Ethics helpline](#) is also available to our Suppliers and their personnel if they wish to speak up, seek guidance or report concerns to Eaton related to compliance with the Code of Conduct. As explained in the Own Workforce Section, page 44, ethics concerns are tracked and monitored through the investigation process. Depending on the nature of the concern and the outcome of an investigation appropriate actions will be taken to address or remediate concerns.

#### General process for remediation

Eaton continuously identifies and assesses potential and actual adverse impacts related to human rights and defines preventive and mitigating actions accordingly. Remediation measures and assessment of their effectiveness are determined on a case-by-case basis and according to the local and legal context.

As referenced in Eaton's [Supplier Code of Conduct](#), suppliers must have processes in place to address these concerns and remedy any confirmed case. Suppliers are also expected to cooperate with Eaton to investigate any allegations of wrongdoing, misconduct or corruption.

### Working conditions and labor practices

#### Policies

Eaton actively seeks to do business with suppliers that share our focus on doing business responsibly and ethically. As a minimum expectation for selling to Eaton, all suppliers are expected to affirm and uphold the Eaton [Supplier Code of Conduct](#), which sets out our requirements including those pertaining to labor and human rights, health and safety, environment and sustainability, integrity, ethics and compliance, and responsible sourcing and conflict minerals.

As outlined in our [Human Rights Policy](#), we respect human rights and require our suppliers to do the same. Consistent with our vision to improve the quality of life and the environment and as a participant in the UN Global Compact, Eaton is committed to advancing the United Nations Sustainable Development Goals (SDGs) including those that impact human rights. In further support of these goals, Eaton has in place key governance processes and supporting policies to guide our actions to avoid and prohibit the use of all forms of forced labor including modern slavery and human trafficking in our operations in any form and employment of child labor. An important part of this commitment is making Eaton's expectations clear for our suppliers and supply chain that they must not use forced labor, engage in modern slavery or human trafficking. Eaton's [Slavery and Human Trafficking statement](#) is reviewed and approved annually by our Board. This statement provides further details about our processes, policies and efforts made within the year to support our Forced Labor avoidance program.

Eaton also has an established policy and program for the [Responsible Sourcing of Conflict Minerals](#). Eaton is committed to ensuring its products do not incorporate conflict minerals, which are minerals smelted into tin, tantalum, tungsten and gold sourced from entities that directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Eaton's dedicated management team with senior executive oversight works to directly engage our supply chain on responsible sourcing practices.

Finally, Eaton's [Code of Ethics](#) is designed to ensure that the company conducts business with the highest standards of legal and ethical behavior.

### Actions

In 2024, Eaton engaged a third party to perform a human rights saliency assessment specific to Eaton's key geographies, commodities and business operations and potentially affected communities. The effort included general desk research on high-risk commodities (linked, for example, to deforestation and land use change), country- and sector-specific reports including on topics such as waste management and a selection of interviews with internal experts on responsible procurement, as well as with project teams working with communities through Eaton's Community Affairs team. This assessment, in conjunction with Eaton's Double Materiality Assessment (DMA) and broader sustainability governance, resulted in a classification of material impacts as well as a high-level mapping of affected communities covering Eaton's operations and value chain.

Eaton is an affiliate member of the Responsible Business Alliance (RBA). We fully support the vision and goals of the RBA to drive sustainable value for workers, the environment, and business throughout the global supply chain. Eaton commits to progressively aligning its operations with the RBA Code of Conduct and to support and encourage its first-tier suppliers to do the same. Wherever possible, Eaton will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals. As part of our work with RBA, Eaton is a member of a number of multi-stakeholder initiatives such as the Responsible Minerals Initiative, which is focused on driving supply chain responsibility and transparency deep into global supply chains. Through these actions, Eaton is meeting and exceeding regulatory, customer and societal expectations and is a critical contributor to the greater industry solution of supporting conflict-free-conflict minerals and supply chains.

At Eaton we care about creating a sustainable and ethically managed supply chain to make the world a better place for all. We strive to create transparent relationships with our suppliers, with clear expectations and explicit guidance governing the way we do business.

## AFFECTED COMMUNITIES

### Material impacts, risks and opportunities (IROs)

Identified IRO	Category	Value Chain
Partnerships with local communities create shared value and employment opportunities.	+	Core Operations

+ Positive Impact 
 - Negative Impact 
 ✓ Opportunity 
 ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

#### Community support and development

Eaton recognizes that our business decisions, operations and activities in our value chain may affect communities where we operate. We seek to benefit communities and mitigate any negative impacts. We aim to have open dialogue with stakeholders and participate in community engagement activities. Where appropriate, our local site leadership teams engage with local communities and are available to our communities to listen to their concerns at the local level. We believe that local issues are most appropriately addressed at the local level.

#### General processes for community engagement

Eaton cares deeply about the communities where we live and work, investing time and money in impactful programs. The company engages with affected communities to inform decisions around community affairs and disaster relief. We engage with communities at the site level via their Community Action Teams, Corporate Event Response Team (CERT) and CERT processes. Our sites identify specific opportunities to partner with their local communities as well as utilize our global partner relationships to ensure we are meeting the needs of the communities where we operate. The company's efforts to support communities include disaster relief, charitable donations and grants and Eaton team member volunteer projects. Three

focused giving pillars provide Eaton the opportunity to deepen our knowledge of issues related to health and human services, environmental and sustainability efforts, and STEM education and career pathway programming. In cases of emergency response, Eaton works with reliable and verified organizations on disaster recovery efforts to ensure compliance with local and state coordination. We work with credible non-profits/NGOs across the globe, many which have representation from these communities to ensure we understand the needs of the community prior to funding or engagement. Eaton remains both responsive to local needs and willing to help assist urgent needs in cases of natural disasters or community events. By deepening our understanding of key areas of impact, we are better positioned to serve affected communities and partner with local organizations.

For community affairs, Eaton receives input from local, registered and credible non-profits/NGOs who submit the greatest needs in the form of grant applications to Eaton. They can submit these requests through Eaton's grant application portal which is open all year long. All organizations must be registered charities in good standing with their local governments to submit a request. Following the application, grants are reviewed and awarded quarterly with an award letter going to the organization upon confirmation of Eaton's donation with payment following the digital letter.

Eaton's Community Affairs team leads the grant making process. The team is responsible for reviewing the application annually, processing all grant requests, preparing information for the Charitable Contributions Committee review, voting on larger

grants, and vetting and processing smaller grants. Grants are evaluated based on previous grant effectiveness, alignment to our three giving pillars, effectiveness of the organization in the community and the organization's ability to reach its intended audience. All grants are initiated by the non-profit/NGO in response to community need.

To ensure affected communities share metrics and results that relate to their program, non-profit organizations select their own evaluation metrics when they apply for a grant. The evaluation at the end of the grant incorporates the organization's selected metrics and allows the organization to report their results against anticipated numbers as well as share feedback on what went well, what was unexpected, and lessons learned during the time the grant was active. Information can include individuals served, services provided, access to a resource or even liters of water cleaned. Testimonials may be inserted to provide the perspective of affected communities to ensure we have direct feedback to both Eaton and the non-profit/NGO. This feedback ensures we continue to meet the needs of the impacted community and allow the non-profit/NGO to provide areas of additional needs.

#### General process for remediation

Eaton's Ethics Help Line is available for communities to raise concerns as needed in relation to potential human rights or environmental concerns. Subject to local law, anyone can anonymously ask a question or report ethical concerns or potential or actual legal violations to the Ethics and Compliance team all without fear of retaliation as detailed in Eaton's [Code of Ethics](#).

#### Policies

Eaton's [EHS Policy](#) describes our commitment to meeting or exceeding all relevant regulatory and company requirements in line with Eaton's policies on ethics and compliance. Additionally, Eaton's [Human Rights Policy](#) outlines Eaton's expectations for respecting human rights in our business practices and for avoiding complicity in human rights violations consistent with our values and [Code of Ethics](#), our group policies and applicable laws. The policy applies globally, confirms the

international human rights instruments we follow and sets out the human rights commitments and expectations we have in place that apply to our own operations and the third parties we do business with including in our value chain. The policy also sets out our commitments to our communities and wider society along with further information on our human rights management framework and its governance and oversight. Our policy also confirms that our Global Ethics Help Line, subject to local law, is available to any person who may openly or anonymously report to the Ethics and Compliance team any ethical violation or concern, including those that relate to human rights. If a person chooses to disclose their identity it will be kept confidential to the fullest extent possible. The Ethics Help Line operates as our global grievance mechanism for our communities where we operate and this reporting channel is available to employees, contractors, workers of our third parties (including suppliers), community members, members of the public and other stakeholders.

#### Charitable fund Policies

Philanthropy and community involvement are fundamental to our identity, inspired by our founder, Joseph O. Eaton, who helped create the Cleveland Federation for Charity and Philanthropy in 1913. Each year, Eaton donates to organizations worldwide. In the U.S., these contributions are managed through the Eaton Charitable Fund, overseen by a Corporate Contributions Committee of senior executives appointed by the CEO. This committee also evaluates and approves contributions outside the U.S., which are distributed through local business units. The Community Affairs function, responsible for these programs, reports through the Corporate Human Resources team to the chief human resources officer. The Eaton Charitable Fund supports grantmaking in three categories-Enhancing Our Communities, Preserving & Restoring the Environment and Building the Talent Pipeline that improve community quality of life. The fund prioritizes requests from organizations where Eaton operates. Additionally, Eaton has supported United Way for over 100 years, committing to an annual campaign in the U.S., Canada, and Puerto Rico where Eaton contributes 50 cents for every dollar pledged by an employee.

**Stover Awards**

Each year, we recognize employees who volunteer in their communities with the Stover Award for community service. Any Eaton employee can nominate full-time colleagues who demonstrate leadership or service in community organizations. A selection committee, appointed by the senior vice president within each business unit, reviews nominations and selects award recipients based on:

- The positive impact of the employees involvement in the organization and community
- The extent of the nominee’s leadership or dedication to the organization
- The importance of the activity or institution to an Eaton community, employees and their families

Stover Volunteerism Award recipients receive a commemorative award, a \$5,000 check payable to the nonprofit organization of their choice, and special recognition by our chairman and CEO at a formal ceremony.

**Metrics and targets**

In 2024, Eaton donated approximately \$12 million in charitable contributions worldwide. Our performance metrics and targets for community involvement include:

KPI	2020	2021	2022	2023	2024
Charitable giving	\$10 Million	\$9 Million	\$10 Million	\$10 Million	\$12 Million
Employee volunteer hours	33,435	18,739	45,771	73,183	104,905

By tracking these metrics and setting targets for improvement, Eaton aims to continuously enhance our community involvement efforts and ensure a positive impact on the communities where we live and work.

**CONSUMERS AND END USERS**

**Material impacts, risks and opportunities**

Identified IRO	Category	Value Chain
Robust cybersecurity protects sensitive data, maintains business continuity and strengthens trust.		Upstream Core Operations Downstream
Inadequate cybersecurity risks data loss, reputational harm and operational downtime from cyberattacks.		Core Operations
Adopting robust cybersecurity and data protection enhances stakeholder trust and creates competitive advantages.		Upstream Core Operations Downstream
Cybersecurity incidents can cause unauthorized access, data loss, system failures, and regulatory penalties.		Core Operations
Failure to comply with labor laws can cause production disruptions and reputational damage.		Core Operations Downstream

Positive Impact Negative Impact Opportunity Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

**Quality products**

**Policies**

At Eaton, our priority is to provide products and services that meet or exceed customer expectations. We strive to build lasting partnerships by ensuring our products and processes deliver durability, functionality, safety, sustainability, and data protection. The company is deeply committed to understanding customer challenges and proactively delivering real solutions, as reflected in Eaton’s [purpose](#).

Eaton’s commitment to quality is implemented through company-wide policies and clearly expressed in our Quality Statement, which emphasizes that all employees are accountable for and take

personal ownership of quality. This aligns with Eaton’s objective to deliver the highest level of quality to our customers.

To support this commitment, Eaton has a quality management system in place that follows ISO 9001 standards, under which the company is certified. Recognizing the importance of high-quality standards to our customers, we are dedicated to meeting their expectations, applicable standards, and legal and regulatory requirements.

Furthermore, depending on the region, we may also be subject to regulations from organizations such as the National Electrical Manufacturers Association (NEMA), American National Standards Institute (ANSI), Underwriters Laboratories (UL), Canadian Standards Association (CSA), International Electrotechnical Commission (IEC), and the Federal Aviation Administration (FAA). Eaton’s phased gate project management process facilitates the development and launch of new products in which safety, environmental and other requirements are addressed prior to launch.

One of the ten key principles in our [Code of Ethics](#) is “We deliver quality”. Our Code details Eaton’s commitments to quality and the behaviors needed to deliver on that commitment. To ensure all employees are aligned with these principles, they receive training during their onboarding process and through annual refresher courses.

Additionally, Eaton’s [Supplier Code of Conduct](#) outlines the minimum requirements for suppliers to Eaton, including the necessity of delivering quality. This ensures that our commitment to quality extends throughout our supply chain.

### Data protection and privacy Policies

As an expansion to the “We protect our assets and information” portion of Eaton’s [Code of Ethics](#), Eaton has established several key policies to support this commitment. First, the [Information Security and Risk Management Policy](#) outlines the mature, comprehensive cybersecurity program that is a core component of Eaton’s information technology function. This policy ensures that our information systems are robust and secure. Second, the [Privacy Cookies and Data Protection Notice](#) addresses the treatment of personal data that we may collect. This policy is crucial for

maintaining the privacy and security of personal information, ensuring that we handle data responsibly and in compliance with relevant regulations. Additionally, the Employee Data Protection Policy and Acceptable Use Policy, which are available internally, are designed to protect our employee data and to ensure that employees use Eaton property, information and opportunities for Eaton’s business purposes in compliance with our policies and not for unauthorized use. This policy underscores our commitment to safeguarding the personal information of our employees, ensuring their data is handled with the utmost care and confidentiality. In 2024, we introduced a new policy governing the use of Generative Artificial Intelligence “GAI” technology which applies to the use of Eaton and third-party-developed technology incorporating GAI and outlines our expectations for the use of GAI consistent with our [Code of Ethics](#) and our related policies. Eaton is committed to conducting responsible and professional engagement with consumers and end users by ensuring that the human-rights aspects of data privacy are respected and that legal and contractual data-privacy requirements are complied with throughout the organization. This commitment extends to consumers, end-users, customers and other visitors who use Eaton’s websites or engage with the company through various channels.

## BUSINESS CONDUCT

### Material impacts, risks and opportunities

Identified IRO	Category	Value Chain
Sustainable and ethical business practices create markets for advanced technologies.	+	Upstream Core Operations Downstream
Failure to maintain ethical integrity can lead to legal issues, reputational damage and loss of stakeholder trust.	-	Upstream Core Operations Downstream
Lack of supplier compliance with CSR guidelines can cause ongoing social and environmental issues.	-	Core Operations
Potential supply chain issues, material shortages, trade restrictions and economic instability can disrupt production and increase costs, while non-compliance with anticorruption and trade laws can lead to penalties and reputational damage.	!	Core Operations

+ Positive Impact   - Negative Impact   ✓ Opportunity   ! Risk

Per the double materiality assessment approach described in the General Information section on page 28, these impacts, risks and opportunities are considered "potential" and are assessed before considering any controls. To manage these effectively, Eaton has established comprehensive controls.

### Corporate culture

Eaton’s commitment to doing business right is deeply rooted in our history and is fundamental to our culture. This commitment begins at the highest levels of leadership and is brought to life each day through the actions of employees. We strive to drive ethics and compliance to the center of the business, believing that everyone plays a role in creating and sustaining an ethical culture. The philosophy is based on the premise that “we all own ethics,” meaning that all employees are expected to do the right thing every time.

The [Code of Ethics](#) is the foundation of this commitment to doing business right. The code sets forth ten key principles of ethical behavior, serving as a guide for daily work and

explaining what it means to act with integrity. Employees, officers and directors have the personal responsibility to read, know and comply with these principles in the performance of their duties. It is also made clear that the company does business with many third parties, such as suppliers, distributors and agents, whose actions can impact our business and reputation. Annually, employees are asked to affirm that they have read, understand and will comply with the principles in Eaton’s [Code of Ethics](#). Managers of people are also asked to certify that their direct reports receive at least one hour of live ethics training annually.

The [Anticorruption Policy](#) and the [Gifts and Entertainment Policy](#) are core components of the overall anticorruption strategy. These policies are publicly available in multiple languages. Eaton’s Anticorruption Policy strictly prohibits bribes, kickbacks or other corrupt payments, as well as facilitation payments. The policy applies to all employees, contingent workers officers and directors of Eaton and its subsidiaries and affiliates, as well as Eaton’s third-party

representatives and other business partners. The policy requires that Eaton, its third-party representatives and other business partners comply with all applicable anticorruption laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and similar laws. Eaton's prohibition of bribery is also a principle within its [Code of Ethics](#). The Gifts and Entertainment Policy prohibits lavish or inappropriate gifts, entertainment or travel and requires disclosure of gifts, entertainment and travel that meet certain thresholds. These policies apply to all employees, contingent workers, officers and directors of Eaton and its subsidiaries and affiliates, as well as to Eaton's third-party representatives and other business partners.

The company strives to maintain a safe work environment, aiming for a zero incident safety culture through the implementation of MESH (Management of Environment, Safety, Security and Health). The MESH system consolidates existing programs into one integrated management system, ensuring consistent goals and best practices across all facilities.

**Supplier relationship management**

We drive supply chain responsibility and transparency by sharing our governance policies such as Eaton's [Code of Ethics](#) and our [Supplier Code of Conduct](#) which are described in detail earlier in this report. Currently all suppliers must affirm the Code of Conduct in order to participate in our request for proposal process.

**Prevention and detection**

Eaton's multifaceted anticorruption strategy is a crucial part of our overall ethics and compliance program. The first principle in Eaton's [Code of Ethics](#) emphasizes that acting with integrity means holding oneself to the highest ethical standards in every situation and that by doing business right and avoiding corruption, Eaton reinforces its reputation as a highly ethical company. Due to the risks that it faces, Eaton also maintains strict prohibition against corruption as embodied in its Anticorruption and Gifts and Entertainment Policies.

Eaton's ethics training program is used to teach employees about anticorruption and antibribery. This program delivers learning through live and online training as well as ongoing communications and outreach to employees. Members of Eaton's Ethics and Compliance team frequently train employees live on our Anticorruption Policy and regularly include anticorruption and related issues in reports and updates to leadership, including updates on relevant regulatory developments. We leverage our internal communication channels to periodically update employees on lessons learned, policies and developments relevant to anticorruption. Anticorruption related issues are also discussed during employee training as part of Eaton's required annual manager-led ethics training. Lessons learned based on internal and external matters are central to our approach and are shared transparently in the form of real-life scenarios, case studies and communications, including through our annual *Reflections on Ethics* report to employees. Additionally, Eaton's e-learning curriculum specifically includes anticorruption training. The e-learning curriculum is aligned with Eaton's Enterprise Risk Management program and is deployed to all connected employees or targeted to specific employees based on their roles and responsibilities within the company. The curriculum is designed to provide practical guidance on Eaton's principles and policies and mandatory instruction on topics such as corruption, cybersecurity, data privacy, quality, a harassment free workplace, conflict of interests, human rights and forced labor and other key legal and regulatory areas.

The Governance Committee of the Board of Directors provides oversight of the Ethics and Compliance program, with the active, visible and consistent support of Eaton's senior management. The Ethics and Compliance team consists of experienced lawyers and other professionals from around the globe. The team is led by the senior vice president, Global Ethics and Compliance, who, by Charter of the Governance Committee, reports to the committee and has open and unrestricted access to the committee.

In addition, the Governance Committee must review and approve the appointment of the senior vice president. In addition to reporting to the Governance Committee, the Charter of the Audit Committee of the Board further provides that the committee shall receive quarterly reports from Ethics and Compliance regarding any issues relating to the company's accounting, financial reporting, financial integrity or similar matters.

Prevention and detection of corruption and bribery	Unit	2024	2023	2022
Employees trained in ethics and compliance	%	99	99	99

# Appendix A

## ESG Databook and SASB Index

The IFRS Foundation’s International Sustainability Standards Board (ISSB) and the Sustainable Accounting Standards Board recently integrated.

The SASB Standards identify the subset of sustainability issues most relevant to specific

sectors. SASB Standards were developed based on extensive feedback from companies, investors and other market participants as part of a transparent, publicly documented process. Eaton reports under the Resource Transformation sector under the Electrical & Electronic Equipment industry.

Topic	Metric	SASB alignment	2018	2023	2024
Air Emissions	Scope 1 greenhouse gas emissions (metric tons CO <sub>2</sub> e)		284,822	193,857	183,752
	Scope 2 greenhouse gas emissions (metric tons CO <sub>2</sub> e)		700,742	488,850	451,886
	Scope 3 greenhouse gas emissions (metric tons CO <sub>2</sub> e)		78,282,709	60,311,439	51,617,848
	Scope 3 (Upstream) greenhouse gas emissions (metric tons CO <sub>2</sub> e)		5,813,074	5,561,763	5,253,118
	Scope 3 (Downstream) greenhouse gas emissions (metric tons CO <sub>2</sub> e)		72,469,635	54,749,676	46,364,730
	Approved Science Based Target (y/n)		N	Y	Y
Energy	Total energy consumed (Gj)	RT-EE-130a.1	9,597,655	8,033,354	7,901,260
	Percentage grid electricity	RT-EE-130a.1	58%	59%	60%
	Percentage renewable electricity	RT-EE-130a.1	8%	21%	25%

Topic	Metric	SASB alignment	2018	2023	2024
Water	Surface water withdrawal from rivers, lakes, natural ponds (megaliters)		86	67	34
	Groundwater withdrawals from wells, boreholes (megaliters)		675	548	479
	Municipal potable water withdrawals (megaliters)		2,706	2,191	2,230
	Rainwater reuse (megaliters)		4	12	5
	Total water withdrawal (megaliters)		3,472	2,818	2,748
	Percent of water withdrawn from areas with water stress		NA	32%	32%
Waste	Total waste generated, including hazardous waste (metric tons)		170,904	197,037	192,480
	Amount of hazardous waste generated (metric tons)	RT-EE-150a.1	3,326	9,075	12,896
	Amount of non-hazardous waste (metric tons)		167,578	187,962	179,584
	Total waste recycled, reused, or incinerated with energy recovery (metric tons)		150,653	187,440	185,109
	Total waste landfilled (metric tonnes)		20,251	9,597	7,371
	Percentage of hazardous waste recycled	RT-EE-150a.1	56%	66%	86%
	Number of reported spills	RT-EE-150a.2		0	0
	Aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2		0 kg	0 kg
	Environmental Management System (EMS)		Y	Y	Y

# Appendix A

Topic	Metric	SASB alignment	2018	2023	2024
Safety and Health	Number of manufacturing sites, also called "in-scope" sites			198	201
	% of sites with Risk Assessment performed			94%	98%
	Lost Time Incident Rate (Total incidents per 200,000 hrs worked or 100 FTE)		0.23	0.20	0.17
	Near miss frequency rate	RT-IG-320a.1	Eaton encourages near miss (NM) and employee concern reporting as part of our safety management system (MESH) and promotes reporting as part of our Zero Incident Safety culture. NM are used as a leading indicator to identify areas of risk and opportunity for continuous improvement. NM reporting is tracked as a measure of employee engagement. In 2021, we identified potentially severe incidents (PSI) as part of our proactive approach to reduce serious and fatal injuries. Near miss reports are a primary source of PSIs.		
	Fatality rate	RT-IG-320a.1	0	0	1
	Total Recordable Incident Rate (Total recordable incidents per 200,000 hrs)	RT-IG-320a.1	0.64	0.43	0.39
	Health and safety policy is group-wide (y/n)	Y	Y	Y	Y
	Has the company set a target to improve H&S performance? (y/n)	Y	Y	Y	Y
	Human Rights	Percent of sites with ISO 45001 certificates			7%
Percent of sites with ISO 14001 certificates				84%	84%
Social supply chain management (y/n)			Y	Y	Y
Equal opportunity policy (y/n)			Y	Y	Y
Human rights policy (y/n)			Y	Y	Y
Policy against child labor (y/n)			Y	Y	Y

Topic	Metric	SASB alignment	2018	2023	2024
Ethics	Business ethics policy (y/n)	RT-EE-510a.1	Y	Y	Y
	Employee training on ethical standards (y/n)		Y	Y	Y
	Anti-Bribery Ethics Policy (y/n)		Y	Y	Y
	Employee Protection/Whistle Blower Policy (y/n)		Y	Y	Y
	Number of calls to helpline (whistleblower line)		1,888	1,931	2,355
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2		No material losses	No material losses
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	RT-EE-510a.3		No material losses	No material losses
Product Safety	Number of recalls issued, total units recalled	RT-EE-250a.1		No recalls	1 recall, 32,262 units
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2		No material losses	No material losses
	Percentage of products by revenue that contain IEC 62474 declarable substances <sup>[1]</sup>	RT-EE-410a.1	Eaton does not track products containing IEC 62474 declarable substances by revenue. We have 72,480 saleable Electrical Sector finished products that contain declarable substances under REACH, RoHS and Proposition-65.		
Product Lifecycle Management	Percentage of eligible products by revenue, that meet ENERGY STAR criteria <sup>[2]</sup>	RT-EE-410a.2		465 ENERGY STAR products	527 ENERGY STAR products
	Revenue from renewable energy-related and energy efficiency-related products <sup>[3]</sup>	RT-EE-410a.3	NA	71%	76%
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	2018 Annual Report	2023 Annual Report	2024 Annual Report

# Appendix A

Topic	Metric	SASB alignment	2018	2023	2024
Governance	CEO Duality (y/n)		Y	Y	Y
	% Women on Board		25%	30%	33%
	# Female Executives		114	161	177
	% Female Executives		19%	24%	26%
	Executive Director with Responsibility for Sustainability (y/n)		Y	Y	Y
	Executive Compensation Linked to ESG (y/n)		Y	Y	Y
Activity Metrics	Revenue by business segment <sup>(4)</sup>	RT-EE-000.A	2018 Annual Report	2023 Annual Report	2024 Annual Report
	Number of employees	RT-EE-000.B	99,000	93,781	94,000

<sup>(1)</sup> Eaton metric includes only declarable substances regulated by ROHS, REACH (SVHC), Proposition 65 and on IHM

<sup>(2)</sup> Eaton reports ENERGY STAR certified products as number of products, not percentage of products.

<sup>(3)</sup> The number reflects revenue from: energy transition, digitalization, industrial automation, EV charging, electrification of transport, and grid resiliency and stability.

<sup>(4)</sup> Revenue by business segment is a substitute for number of units produced by product category activity metric

# Appendix B

## GRI CONTENT INDEX

### Statement of use

Eaton has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards. **GRI used:** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">Eaton 10-K Page 2-4</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Sustainability Report Page 4</a>
	2-3 Reporting period, frequency and contact point	Reporting Period: January-December 2024; Reporting frequency: Annually in Q2; Point of Contact: sustainability@eaton.com
	2-4 Restatements of information	<a href="#">CDP Climate</a>
	2-5 External assurance	<a href="#">Sustainability Reports and Disclosures</a>
	2-6 Activities, value chain and other business relationships	<a href="#">Sustainability Report Page 21-27</a>
	2-7 Employees	<a href="#">Eaton 10-K Page 3-4</a>
		<a href="#">Sustainability Report page 45-47</a>
	2-9 Governance structure and composition	<a href="#">Governance Policies and Charters</a>
		<a href="#">Sustainability Report Page 18, 21-25, 51-52</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Governance Policies and Charters, Sustainability Report Page 21-25</a>
	2-11 Chair of the highest governance body	<a href="#">Governance Policies and Charters, Sustainability Report Page 18, 21-25</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Report Page 18, 21-25</a>
2-13 Delegation of responsibility for managing impacts	<a href="#">Governance Policies and Charters</a>	
	<a href="#">Sustainability Report Page 21-25</a>	

# Appendix B

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Report Page 18, 21-25, 51-52</a>
	2-15 Conflicts of interest	<a href="#">Governance Policies and Charters, Proxy Statement</a>
	2-16 Communication of critical concerns	<a href="#">Sustainability Report Page 21-25</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">Sustainability Report Page 22-23</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement page 4-5</a>
	2-19 Remuneration policies	<a href="#">Proxy Statement page 24-25</a>
	2-20 Process to determine remuneration	<a href="#">Proxy Statement page 24-25</a>
	2-21 Annual total compensation ratio	<a href="#">Proxy Statement page 63</a>
	2-22 Statement on sustainable development strategy	<a href="#">Sustainability Report page 8, 27</a>
	2-24 Embedding policy commitments	<a href="#">Governance   Sustainability   Eaton</a>
	2-25 Processes to remediate negative impacts	<a href="#">Sustainability Report Page 40-41</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Sustainability Report Page 18-19</a>
	2-29 Approach to stakeholder engagement	<a href="#">Stakeholder engagement   Sustainability   Eaton</a>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">Sustainability Report page 28-29</a>
	3-2 List of material topics	<a href="#">Sustainability Report page 29-30</a>
	3-3 Management of material topics	<a href="#">Sustainability Report page 28-30</a>
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">10-K page 24</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Sustainability Report TCFD Appendix page 42-53</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">10-K</a>

GRI Standard	Disclosure	Location
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<a href="#">Sustainability Report page 36-37</a>
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Sustainability Report Page 51-52</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Sustainability Report Page 51-52</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Sustainability Report Page 51-52</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Sustainability Report Page 36</a>
	302-2 Energy consumption outside of the organization	<a href="#">Sustainability Report Page 37</a>
	302-4 Reduction of energy consumption	<a href="#">Sustainability Report Page 35-36</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Sustainability Report Page 8-9</a>
	302-3 Energy consumption within the organization	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<a href="#">Sustainability Report Page 41-42</a>
	303-2 Management of water discharge-related impacts	<a href="#">Sustainability Report Page 41-42</a>
	303-3 Water withdrawal	<a href="#">Sustainability Report Page 41-42</a>
	303-4 Water discharge	<a href="#">Sustainability Report Page 41-42</a>
	303-5 Water consumption	<a href="#">Sustainability Report Page 41-42</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Sustainability Report page 43-44</a>
	306-2 Management of significant waste-related impacts	<a href="#">Sustainability Report page 43-44</a>
	306-3 Waste generated	<a href="#">Sustainability Report page 43-44</a>
	306-4 Waste diverted from disposal	<a href="#">Sustainability Report page 43-44</a>
	306-5 Waste directed to disposal	<a href="#">Sustainability Report page 43-44</a>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">Sustainability Report page 15, 48</a>

# Appendix B

GRI Standard	Disclosure	Location
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">10-K</a>
	401-3 Parental leave	<a href="#">Inclusion and Diversity Report page 38</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Sustainability Report page 46-47</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Sustainability Report page 46-47</a>
	403-3 Occupational health services	<a href="#">Sustainability Report page 46-47</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Sustainability Report page 46-47</a>
	403-5 Worker training on occupational health and safety	<a href="#">Sustainability Report page 46-47</a>
	403-6 Promotion of worker health	<a href="#">Sustainability Report page 46-47</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Sustainability Report page 46-47</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Sustainability Report page 46-47</a>
	403-9 Work-related injuries	<a href="#">Sustainability Report page 46-47</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">Sustainability Report page 6</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainability Report page 45-47</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">Sustainability Report page 14, 45-47</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Pay Equity Statement</a>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Slavery and human trafficking statement (eaton.com)</a>
GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">Political accountability (eaton.com)</a>
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Sustainability Report Page 50-52</a>

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