



2024 SUSTAINABILITY REPORT

From Ideas to Impact: Enabling Solutions for a Sustainable World™

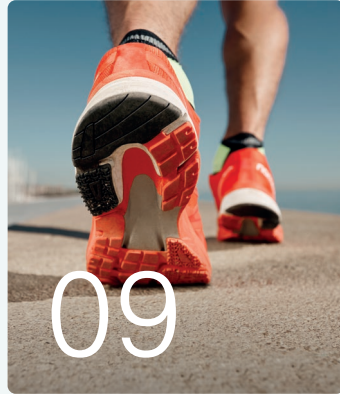
MOMENTIVE®

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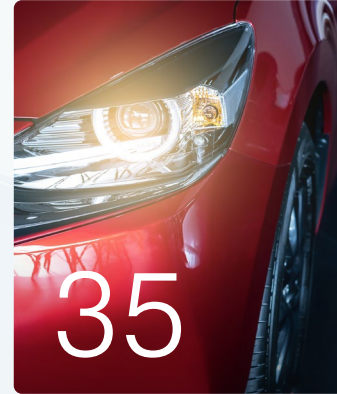
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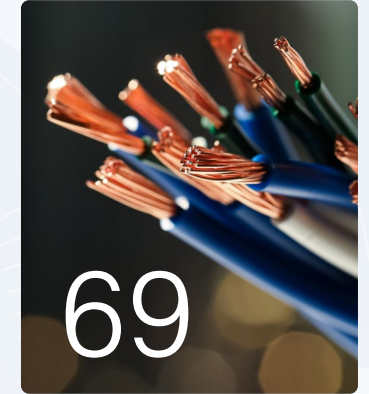
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Welcome

At Momentive, innovation fuels our efforts — not just to advance technology, but to uphold our commitment to people and the planet. As a global team of diverse professionals, we are proud to use technology as a force for meaningful, sustainable impact. We believe that achieving environmental and social progress demands bold thinking and intelligent solutions — and that’s exactly what we’re creating.

As you’ll see in this report, Momentive has deepened our commitment over the past two years by embedding sustainability into various aspects of our business, with innovation serving as a guiding force. From digital transformation in manufacturing and supply chain, to data-driven strategies in sales, finance, and HR, technology is helping us accelerate our goals and reimagine what’s possible. Every Momentive team is contributing to a future where progress is powered by purpose — and enabled by innovation.

Some sustainability highlights in 2024 include strengthening our decarbonization targets to reduce Scope 1 and 2 emissions by over 40% and Scope 3 emissions by 25% from our 2021 baseline, while moving toward 100% renewable electricity use. Our progress has been validated externally, with top-tier ratings in climate and water disclosures, and recognition from EcoVadis — a global provider of business sustainability ratings — placing us among the top 9% of all assessed companies.

From Ideas to Impact

This report’s theme — **From Ideas to Impact: Enabling Solutions for a Sustainable World™** — reflects our commitment to finding lasting solutions. Amid a complex and shifting global landscape, we remain focused on and aligned with our long-term strategy. Sustainability is a value that shapes our direction and impact.

This journey includes building and implementing a set of interconnected frameworks that are designed to move Momentive forward across our business functions touching on nearly every aspect of our company’s strategy, goals, and operations. These areas include employee safety, health, and wellbeing; environment stewardship and sustainability; and corporate responsibility and commitment to serving as a positive force in the communities where we live and work.

These structures include our:

Core Values, the “beating heart” of our company that are central to the fundamental definition of who we are, how we operate, and what we stand for. Our Core Values are **Safety and Sustainability, Customer Centricity, Integrity, Our People, and Innovation**.

Strategic Pillars, consisting of **Cultural Impact** — fostering a culture deeply rooted in our Core Values, empowering our people to make decisions and grow in alignment with our vision; **Operational Excellence** — running our plants safely, efficiently, and competitively, and providing superior service and quality to our customers while protecting people and the environment; and **Profitable Growth** — focusing our portfolio on positions of strength, fueled by technology, innovation, customer engagement, and commercial excellence.

Employee Value Proposition (EVP), a framework we launched in 2024 as a set of commitments and evolving employee benefits and experiences to equip our people to do their best work and achieve their highest potential. The EVP focuses on five key elements: creating innovative solutions and quality products for our customers; being part of diverse, inclusive and connected teams; developing our people and investing in our work sites; caring about the well-being and safety of our employees; and fostering an organization built on integrity.

Together, these structures serve to inform and animate our **Sustainability Framework**, consisting of three pillars — People, Products, and Planet — the three main content chapters of this report. The Framework is covered in greater detail on [page 11](#), where we discuss our focus on operationalizing our commitment to turn ambitious ideas into long-lasting positive and technological impact.

Among our important achievements, our Sustainability Framework has helped us align our corporate strategy with the United Nations Sustainable Development Goals

(UNSDG), including in key areas such as affordable and clean energy; industry, innovation and infrastructure; responsible consumption and production; and climate action. Through our dedication to UNSDGs, we aspire to be a catalyst for positive change and contribute to building a more sustainable and equitable future for all.

Measuring our progress in sustainability is critically important as we accelerate our efforts to operationalize our goals and embed them across the organization. We seek guidance from and alignment with important sustainability assessment groups and covenants, including EcoVadis, the Global Reporting Initiative (GRI), CDP, the Paris Climate Agreement, and soon the European Union’s Corporate Sustainability Reporting Directive (CSDR).

As we look to our goals for the remainder of 2025 and beyond, we are preparing ambitious targets for our future. Innovation will continue to be at the heart of our strategy going forward as we make an even greater difference for our employees, customers, and stakeholders, and the planet.



A GLOBAL FOOTPRINT FOR IMPACT

For more than 80 years, Momentive has been delivering differentiated materials that transform industries, solve real-time challenges, and improve lives.

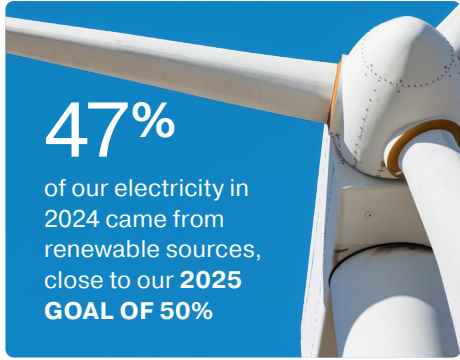
As a premier global advanced materials company, our cutting-edge silicones and specialty products are found across diverse industries worldwide, including agriculture, automotive, aerospace, electronics, energy, healthcare, personal care, consumer products, building and construction, and more. Momentive Performance Materials Inc. is an indirect wholly owned subsidiary of KCC Corporation and is headquartered in Niskayuna, New York.

While meeting today's critical needs, we are creating innovative products of tomorrow by integrating sustainability into every stage of a product's development, from concept to launch. Guided by our Sustainability Framework, our diverse group of researchers, engineers, manufacturers and analysts use the latest technology to drive innovation by focusing on operational excellence, digital integration, and lifecycle management. Our solutions help customers meet their goals while also delivering enduring environmental and societal benefits.

5,000+ EMPLOYEES

work in more than 40 sites in 20+ countries across the globe

We achieved **15% HIGHER RECYCLING RATES** across three production units since 2023



47%
of our electricity in 2024 came from renewable sources, close to our **2025 GOAL OF 50%**

2024 CDP SCORES



B

Climate

A-

Supply Chain

B

Water

C

Forest



In 2023-2024, we had **ZERO** significant occupational safety incidents

Between 2021-2024 we reduced **SCOPE 1 & 2** emissions by

40%+

and **SCOPE 3** emissions by

25%



500+ employees across **13 R&D** locations in 8 countries

We won a Silver Medal from EcoVadis for **EXCELLENCE IN SUSTAINABILITY**



What We Do

As a global leader in high-performance silicones and specialty materials, Momentive is focused on developing products that help create a better and more sustainable world. Our innovation efforts are designed to anticipate needs, with enhanced safety and reduced environmental impacts, and deliver sustainable value at scale.

We are committed to forging strong relationships with our customers that go beyond meeting their immediate business needs; we also work hard to deepen our understanding of the daily challenges they face, so we can provide solutions with a lasting impact. These valuable insights allow us to help improve our customers' products across more than 25 industries and sectors — from agricultural adjuvants that enhance crop yields and promote sustainable farming, to tire technologies that improve fuel efficiency for both traditional and electric vehicles.

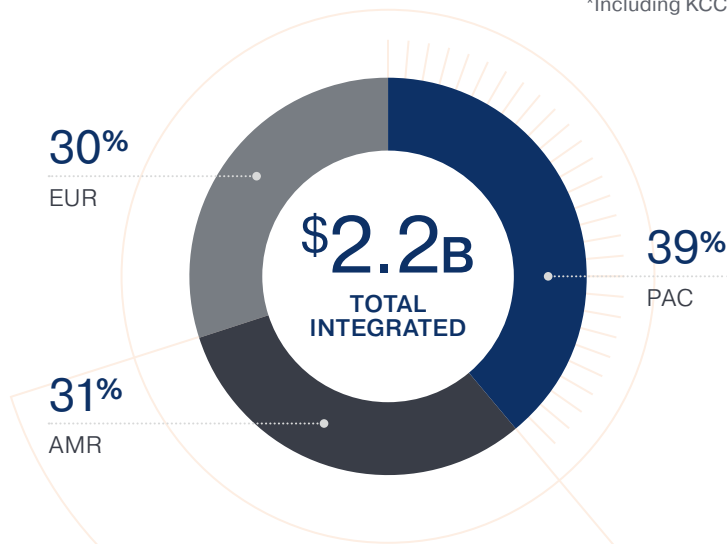
MORE THAN 25 INDUSTRIES & SECTORS

Our specialty products play a vital role in advancing technologies that enrich everyday life and enhance sustainability.

Silicone materials used in space flights help aerospace explorers reach new frontiers safely, while our hardcoats protect delicate sensor assemblies. Our thermal management solutions cool automotive and other battery systems, supporting cleaner, safer mobility. In the construction sector, our sealants enable buildings to endure extreme weather, reduce energy consumption, and support air quality standards. In beauty and personal care, our solutions are helping formulators meet evolving consumer and regulatory expectations while delivering performance and enabling lower environmental impact.

2024 REVENUE BY REGION

*Including KCC



Where We Work

Momentive sites are located across the globe, with more than 5,000 employees working in more than 40 locations in 20+ countries. Our worldwide presence helps us serve our more than 4,000 customers located in 100+ countries. Among our key sites are thirteen innovation centers, where our cutting-edge R&D helps support trend-focused, innovative solutions for our growing customer needs.

AT MOMENTIVE, WE CREATE SOLUTIONS FOR A SUSTAINABLE WORLD™

★ Headquarters ● Manufacturing Locations ● Sales and/or R&D Locations



Note: Locations displayed depict Momentive physical sites and do not include remote employee locations.



HEADQUARTERS

Niskayuna, New York, USA

Major Manufacturing Sites in U.S., Germany, Japan, Korea, and China.

Technical Support and Development Located Near Customers to Improve Speed and Communication.

40+ LOCATIONS

20+ COUNTRIES

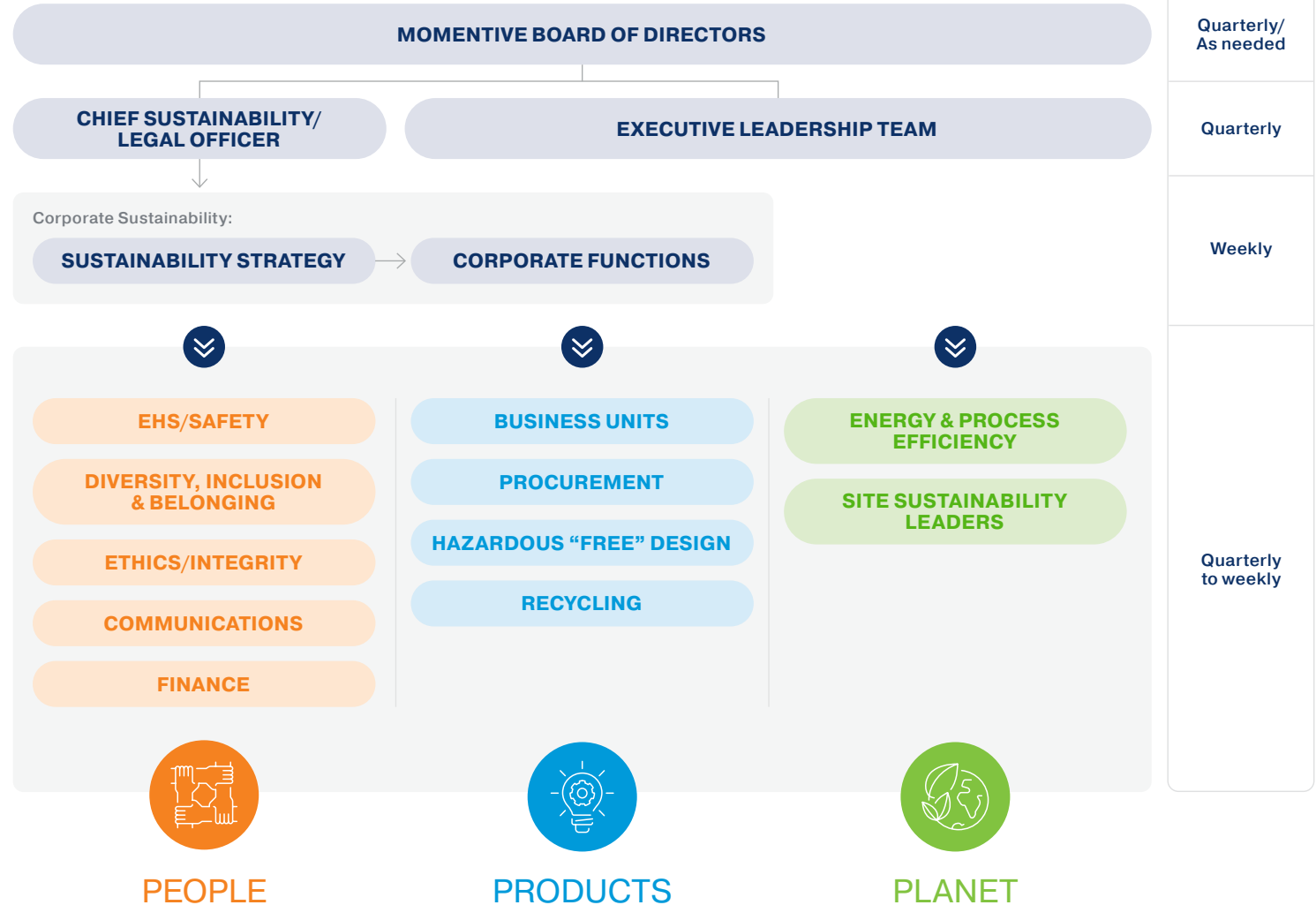
GOVERNANCE AND OVERSIGHT

Environmental Stewardship

At Momentive, we recognize our obligation to be a responsible steward of the environment and the communities we serve. We are committed to minimizing our environmental footprint by conserving natural resources and ensuring the safe management of hazardous materials, including reducing their use when feasible. Environmental, Health, and Safety (EHS) considerations are integrated into our approach to evaluating new operations, acquisitions, and products.

Our governance framework enables us to be agile and accountable across all organizational levels, ensuring clear roles and responsibilities for employees, executive leaders, suppliers, vendors, and other stakeholders. Momentive’s Board of Directors plays a pivotal role in shaping our sustainability strategy and has endorsed our decarbonization ambitions and our progress toward increasing our reliance on renewable energy.

GOVERNANCE FRAMEWORK



ETHICS, INTEGRITY, AND GOVERNANCE

Integrity is the cornerstone of our business. We believe long-term success is rooted not just in outcomes, but in how those outcomes are achieved. Ethical operations and legal compliance are essential expectations for every member of our team. Our Board of Directors holds all employees to high standards of honesty and ethical behavior, guided by our global **Code of Conduct**. This Code sets forth the ethical principles governing the actions of all employees, contractors, and business partners worldwide.

COMMUNITY ENGAGEMENT

Contributing positively to the communities where we live and work is fundamental to our identity. Momentive encourages our global sites to actively support and sponsor initiatives that benefit local communities. This engagement helps deepen our presence and brings sustainable solutions that make these communities stronger and more resilient.

PUBLIC ADVOCACY AND COMMUNICATION

As part of our broader community efforts, we believe in openly communicating the value of our work. We partner with industry groups such as the American Chemistry Council and the Global Silicones Council to advocate for science-based regulatory frameworks. With decades of investment in research, Momentive remains committed to ensuring that the health and safety of our technologies is well understood by the public.

OUR COMMITMENT TO EMPLOYEES

Building and maintaining a world-class team is essential to our continued success. The implementation of our Employee Value Proposition and our investment in safe, efficient, and high-performing work environments empowers employees to drive innovation and enhance performance throughout the organization. In return, their creativity and expertise help us improve our practices and build a stronger company.

TRANSPARENCY AND ACCOUNTABILITY

Trust is earned through open communication and a willingness to listen. As a Responsible Care® company, Momentive is committed to transparency in our performance and responsiveness to stakeholder concerns. We regularly share updates through various engagement channels, including our global website, www.momentive.com. Our business practices are guided by our Code of Conduct, which all directors, officers, employees, agents, and representatives are expected to follow. We've established specific codes and policies for suppliers and third parties to ensure responsible sourcing and alignment with customer expectations. With our independent partner Bureau Veritas, we continue to increase and evolve our assurance of our reported data.



RESPONSIBLE CARE
OUR COMMITMENT TO SUSTAINABILITY

COMMITMENT TO QUALITY AND COMPLIANCE

Our steadfast focus on quality underpins every aspect of our strategic execution. We believe achieving zero defects is possible, and that commitment reflects the value we deliver to customers. Our **Global Quality Policy** outlines this commitment in detail.



I started as an intern at Momentive and was able to land a full-time position working with the Global Cyber Security team. The culture at this company promotes continuous learning by investing in employees. I am grateful for the incredible experiences I've had so early in my career, and I look forward to continuing my journey with Momentive.



Nevin Hood
ASSOCIATE - GLOBAL
CYBER SECURITY

Niskayuna, New York, USA



DOING THE RIGHT THING: OUR CODE OF CONDUCT

The Momentive **Code of Conduct** serves as the foundation of our ethical and operational standards. It reflects our commitment to lawful and fair employment practices worldwide, explicitly prohibiting forced, compulsory, and child labor. These standards apply to all facilities under our operational control, regardless of location. To reinforce our ethical commitments, Momentive has established a suite of global management policies and standards designed to uphold the principles in our Code of Conduct and **Safety and Sustainability Policy**. These include:

- **Supplier and Third-Party Code of Conduct**
- **Conflict Minerals Policy**
- Anti-Bribery Policy
- Anti-Trust Policy
- Gifts and Entertainment Policy
- Conflict of Interest Policy
- Data Privacy Policy
- **Website Privacy Policy**
- Records Management Policy
- Mutual Respect Policy
- Delegation of Authority
- **Slavery and Human Trafficking Statement**



Itatiba, Brazil

Additional discussion of our commitment to integrity, compliance, and governance can be found in the “We Trust” section of our People chapter, on [page 30](#).

OPERATIONALLY GUIDED BY OUR SUSTAINABILITY FRAMEWORK

We have developed a holistic view of sustainability, operationally guided by our Sustainability Framework. This governance Framework reflects our strengths, opportunities, aspirations, and responsibilities. This Framework brings together multiple workstreams under a unified governance structure, ensuring strategic alignment and accountability at all levels of the organization.



Sustainability Forward

Our commitment to sustainability is rapidly moving ahead, as we operationalize the ambitious goals we have set for ourselves. Guiding us along the way is our Sustainability Framework that provides a blueprint for reaching our goals and deeply embedding sustainability in our business operations, values, and culture. More than ever, we look to data and science to help us make the right choices on our sustainability journey, working closely with stakeholders and international organizations that share our vision.

ADVANCING MOMENTIVE'S SUSTAINABILITY FRAMEWORK

In 2023, we launched our Sustainability Framework that aligns with our vision of providing **Solutions for a Sustainable World™**. Our Sustainability Framework consists of three pillars spanning our people, products, and planet. These pillars highlight how sustainability shapes our path forward by:

- striving to create a workplace that values safety, inclusion, and integrity;
- focusing on sustainable sourcing, designing products without hazardous content, and driving sustainability goals with our customers; and
- reducing our footprint through more efficient operations, sustainable logistics, and recycling initiatives.

Thanos Yiagopoulos
CHIEF TECHNOLOGY OFFICER

Leverkusen, Germany



At Momentive, sustainability begins with our people — the foundation of everything we do. Through integrity, inclusion, belonging, and safety, we create the conditions for equitable operations and long-term performance. Our enterprise Sustainability Framework builds on this foundation, integrating product innovation and environmental stewardship to deliver lasting impact for our customers, our communities, and our planet.



In 2024, we began to operationalize our Sustainability Framework with dedicated project management offices (PMOs) that enable structured action across defined workstreams. These workstreams now embed sustainable product development into our innovation process, reflecting our sustainability commitments, business imperatives, and customer needs.

Momentive conducted an informal materiality assessment to better understand the implications of emerging sustainability trends. This process incorporated input from both internal and external stakeholders and was informed

by insights from organizations such as The Conference Board, Sustainability Leadership Forum, peer and sector benchmarking, internal leadership discussions, and an evaluation of stakeholder expectations. The assessment helped us identify and prioritize the sustainability topics most relevant to our business and stakeholders.



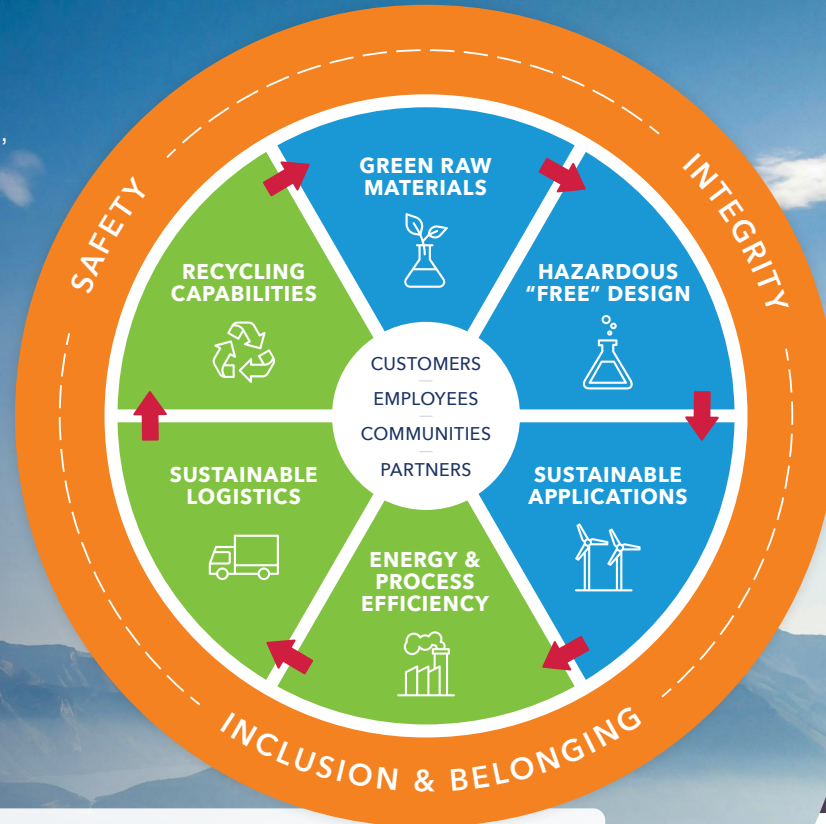
Throughout this report, we illustrate the many ways our Sustainability Framework is driving our strategies and actions and shaping our results.

The regulatory and corporate sustainability environment is changing as we implement our Framework:

- The bar for sustainability performance is rising, with more stringent criteria used by rating agencies such as EcoVadis and CDP.
- Customers are increasingly making purchasing decisions based on sustainability criteria.
- Globally, the enactment of sustainability-related regulations is impacting companies in our industry.
- Sustainability is emerging as a key strategic driver for business.

Our Framework model is an aggregation of workstreams with a well-defined path forward. Individual workstreams are supported with clearly defined actions, measures of success (Key Performance Indicators – KPIs) and resources.

SUSTAINABILITY FRAMEWORK



PEOPLE

Empower an inclusive and diverse workforce and care for our communities.

PRODUCTS

Innovate products that solve sustainability challenges for our customers and society.

PLANET

Reduce our impact through operational excellence in our sites and supply chain.



Momentive’s Inspiration Award Program recognizes individuals and teams that exhibit inspirational EHS performance consistent with our leading indicators and core competencies.

INSPIRATION AWARD

As part of our Sustainability Framework, the people of Momentive are constantly looking for ways to reduce energy use and waste. Our team in Waterford, NY, did just that by proposing and designing a new, appropriately sized Direct Fired Thermal Oxidizer (DFTO) to dispose of waste generated in our plant. Since coming online in late 2024, the DFTO has led to a 90% reduction in natural gas usage for incineration, and lower Scope 1 and 2 emissions.

Waterford, New York, USA





SUSTAINABLE DEVELOPMENT GOALS

Framework Alignment with the United Nations Sustainable Development Goals

As a global specialty chemicals company, Momentive remains firmly committed to advancing the United Nations Sustainable Development Goals (UNSDGs), recognizing them as a global blueprint for creating a more sustainable, equitable, and resilient future. Our company's Sustainability Framework aligns with the UNSDGs in guiding our sustainability strategy, informing our decision-making, and helping to ensure that our actions meet the needs of people and the planet.

Since our initial alignment with the UNSDGs, we have continued to focus on the goals where our business can have the greatest positive impact, and to align that intended impact to our Sustainability Framework.



Paola Caruso
QUALITY ASSURANCE REPRESENTATIVE

Termoli, Italy

As a member of the Quality Team at the Termoli site, I connect with Momentive's work culture and ethics, including our strong emphasis on quality and safety. This includes looking for ways to continuously improve my skills and abilities through courses and other training initiatives, as well as staying focused on environmental impact. Operating in this dynamic setting has helped sharpen my critical thinking, decision making ability, and community-focused mindset. I believe that being part of Momentive opens up an inspiring future of innovation where I can strive for excellence in many areas!



SDG 5: GENDER EQUALITY

Sustainability Framework Impact Workstreams:

INCLUSION & BELONGING

2023-2024 Highlights/KPIs:

- 20.5% of global leadership roles held by women as of December 31, 2024
- Unconscious bias training imparted to all people leaders
- 700 Leaders completed training focused on Fostering Belonging or Psychological Safety



SDG 7: AFFORDABLE AND CLEAN ENERGY

Sustainability Framework Impact Workstreams:

ENERGY & PROCESS EFFICIENCY

2023-2024 Highlights/KPIs:

- 47% of total electricity consumption from renewables (17% growth YoY)
- Energy audits either performed or planned for all major sites in the two year span
- Approximately 1 mW solar capacity in progress across multiple sites



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Sustainability Framework Impact Workstreams:

- GREEN RAW MATERIALS
- HAZARDOUS "FREE" DESIGN
- SUSTAINABLE APPLICATIONS

2023-2024 Highlights/KPIs:

- 2.9% of revenue spent on sustainable innovation
- Light-weighting technologies supporting lower vehicle emissions
- Expanded digitization of infrastructure for process intensification



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

2023-2024 Highlights/KPIs:

- 44% of total waste diverted from landfill
- 42% of total waste reduction in 2024 vs. 2021 baseline



SDG 13: CLIMATE ACTION

Sustainability Framework Impact Workstreams:

- ENERGY & PROCESS EFFICIENCY

2023-2024 Highlights/KPIs:

- 37% reduction in Scope 1 and 2 GHG emissions vs. 2021 baseline
- All major manufacturing sites have developed sustainability plans supporting our decarbonization goals (see [page 58](#))
- Climate-smart products supporting customer decarbonization (see [Our Products](#))

Sustainability Framework Impact Workstreams:

- RECYCLING CAPABILITIES
- SUSTAINABLE APPLICATIONS

- Expanded Life Cycle Assessment (LCA) adoption

MOMENTIVE'S READINESS FOR CORPORATE SUSTAINABILITY REPORTING DIRECTIVE

As part of our ongoing commitment to transparency and regulatory readiness, Momentive continues to advance our Corporate Sustainability Reporting Directive (CSRD) preparedness. In alignment with the revised timeline established by the European Union (EU), we are progressing on our double materiality assessment and broader CSRD compliance efforts. We remain on track to disclose our full CSRD-compliant sustainability report, including double materiality outcomes, as per the new timelines laid out by EU guidelines.

PARTNERSHIPS AND MEMBERSHIPS

CHEMICAL INDUSTRY ASSOCIATIONS

ACC	American Chemistry Council
ABIQUIM	Brazilian Chemical Industry Association
CEFIC	European Chemical Industry Council
FEDERCHIMICA	Italian Chemical Industry Association
ICC	Indian Chemical Council
JCIA	Japan Chemical Industry Association
CPCIF	China Petroleum and Chemical Industry Federation

Momentive participates in a variety of trade and industry associations globally, working with peers to understand common issues and drive more sustainable practices. Our diverse partnerships and memberships are an important way that we operationalize our Sustainability Framework across our three pillars of people, products, and planet.

SILICONES ASSOCIATIONS

CAFSI	China Association of Fluorine and Silicone Industry
SIE	Silicones Europe
GSC	Global Silicones Council
SIAJ	Silicones Industry Association of Japan
SSCJ	Society of Silicon Chemistry Japan
SEHSC	Silicones Environmental, Health & Safety Center (North America)
CELAB	Toward a Circular Economy for Labels

STRATEGIC ADVISORIES

TCB	The Conference Board
SLF	Sustainability Leadership Forum



INSPIRATION AWARDS

Perfluorobutanesulfonic acid (PFBS) is one of the “forever chemicals” that is listed as a “substance of very high concern” due to possible health risks. Momentive (and other companies) has used PFBS as part of the manufacturing and cleaning process. At our facility in Leverkusen, Germany, a team led development of an extensive revised manufacturing process to replace the catalyst PFBS with a natural source (activated clay).

📍 Leverkusen, Germany

A steam trap system at our Termoli, Italy, site was not operating optimally, causing the facility to use more energy than was necessary to generate steam, much of which was wasted. The Termoli team proposed a digital monitoring tool that properly regulated the supply of steam and made the entire system operate more efficiently, leading to a significant reduction in greenhouse gas emissions by the facility.

📍 Termoli, Italy

AWARDS AND RECOGNITION

CHENNAI, INDIA

Our facility in Chennai, India, won two awards. The *PUTech Award 2025 - Safety Champion Category*, presented by the Indian Polyurethane Association, recognized our company's outstanding contributions to the polyurethane industry for demonstrating exceptional commitment to safety performance at our site. The Confederation of Indian Industries also awarded Momentive Chennai its *2024 Gold Award for EHS Excellence*, highlighting the critical role of responsible and sustainable operations. We were one of the top two recipients of the award among 280 companies from 16 different industrial sectors.



ITATIBA, BRAZIL

During the International Meeting of ABICOL, the Brazilian Mattress Industry Trade Association, Momentive was recognized for our sustainability measures that contribute to the environment and society. The Brazilian polyurethane foam mattress industry is a crucial market for our Urethane Additives, and Momentive is the only domestic producer of polyurethane foam surfactants in Brazil. This award highlights our company's commitment to the local environment and sustainable solutions.



LEVERKUSEN, GERMANY

Our Leverkusen, Germany, site reached a big milestone by earning the *IATF 16949 certification* for hardcoat grades A13 and V14. The audit recognized three best practices, three opportunities for improvement, and three minor non-conformities — an outcome that shows the hard work of global collaboration, training, and process improvements. This certification improves our quality systems for the automotive market and opens the door for more product certifications in the future.

LOSTOCK, UNITED KINGDOM & TEXAS CITY, TEXAS, USA

In 2024, our Lostock, UK, and Texas City, TX, sites earned re-certification to the *ISO 9001:2015 Quality Management System* standard, showing our commitment to consistent quality and strong operations. Lostock's remote audit by audit company DQS ended with only one finding and three strengths, including great deployment of corporate strategy, a strong preventive maintenance program, and clear work instructions. Texas City received praise for advanced DCS controls, 5S housekeeping, and lab practices. These results reflect Momentive's dedication to meeting high-quality standards for customers around the world.



NANTONG, CHINA

Our Sustainability team in Nantong demonstrated outstanding operational excellence through collaborative sustainability initiatives. In 2024, their efforts resulted in a 13% reduction in water and wastewater volume, 12% lower steam usage, and a 5.7% reduction in electricity intensity.

NEW YORK, NEW YORK, USA

Harmonie™ NatuVel Gel received the *Ingredient Maverick Award* at the New York Society of Cosmetic Chemists 2025 Suppliers' Day. This award, presented by leading chemist influencers, celebrates cutting-edge advancements in ingredient technology. It also recognizes NatuVel as one of the most innovative raw materials-based products at the show.



RAYONG, THAILAND

Rayong achieved the *Environmental Good Governance Award (Green & Gold Star Award)* from the Industrial Estate Authority of Thailand for the 16th consecutive year. This award is presented to organizations that demonstrate excellent standards in occupational safety, health, and work environment, and have consistently maintained these high standards over an extended period.



TERMOLI, ITALY

Our Termoli, Italy, site boosted its quality and compliance efforts by certifying new internal auditors in 2024. After 36 hours of training, the team is certified to audit multiple international standards, including *ISO 9001 (Quality)*, *ISO 14001 & ISO 45001 (Environment, Health, and Safety)*, *ISO 50001 (Energy Management)*, and *ISO 19011 (Auditing Guidelines)*. This step strengthens our ability to keep improving and maintaining high standards across the site.



CDP is one of the most widely recognized global frameworks for evaluating corporate sustainability, and our participation in it demonstrates our strong commitment to transparency, accountability, and continuous improvement.

Our 2024 results indicate significant improvements in *Climate Change* (B) and *Water Security* (B) and an A- in our *Supplier Engagement Assessment* (SEA). In 2024, we also participated in CDP Forest for the first time with a score of C. Overall, these grades point to meaningful progress in addressing climate risks, enhancing governance, and implementing effective business strategies around sustainability.

Many of our customers actively review CDP reports and scores when making purchasing decisions. By participating in the CDP, we aim to deepen our understanding of our environmental impact and enhance our impact management strategies. This initiative allows us to leverage data-driven insights to identify opportunities for improvement, ensuring that providing **Solutions for a Sustainable World™** remains at the core of everything we do.



INSPIRATION AWARDS



Water is a key part of the manufacturing process and finding ways to use it more efficiently can pay big dividends in terms of lower energy usage and emissions. At our facility in Sistersville, West Virginia, United States, technicians developed a much more efficient way of regulating water header pressure, reducing both the amount of water and the power required to maintain header pressure. As a result, the new process water wells are significantly reducing electricity usage at the plant, leading to an expected savings of 420 metric tons of CO₂ in 2025.

📍 Sistersville, West Virginia, USA

The team at our Rayong, Thailand, facility, was challenged to reduce energy consumption in a production unit by optimizing cycle time, since prolonged processing leads to excessive energy use. They organized a study focused on reducing the operation time of the primary energy consuming polymerization reactor. By minimizing cycle time through product optimization, the team sought to decrease energy demand while maintaining product efficiency. After implementing new data-driven improvements and streamlined processes, energy use in the production unit has fallen dramatically, resulting in an expected 77% drop in GHGs in 2024-25.



📍 Rayong, Thailand



Our People

People drive our success at Momentive — they ignite the innovation that results in transformational products for our customers around the world. They're the change agents who keep us moving forward with better ways of thinking, working, and connecting, and they're the energy and passion behind our mission of enabling **Solutions for a Sustainable World™**.

In 2023 and 2024, Momentive made important strides to demonstrate that our people are core to everything we do. We continue to evolve our operational culture, sites and office spaces, and support structures to ensure that our people are able to do their best work, safely. At 5,000+ strong, worldwide — our teams are advancing customer solutions with the tools and resources to support their excellence and growth. Our employee initiatives are informed by our Sustainability Framework workstreams of **Safety, Integrity, and Inclusion & Belonging** — which support impact in our work, at our sites, in our communities, and for the planet.

OUR EMPLOYEE VALUE PROPOSITION

Launched in 2024, the Momentive Employee Value Proposition (EVP) is a set of commitments and evolving benefits and experiences that we offer our employees to equip them to do their best work and achieve their highest potential. The EVP also identifies what sets Momentive apart from the competition to help us retain our valued employees while also attracting quality new career candidates.

Our EVP begins with our commitment to our employees and builds on our core values to enable the achievement of our mission of enabling **Solutions for a Sustainable World™**. It focuses on five key elements that are important to our employees and other stakeholders: creating innovative solutions and quality products for our customers; being part of diverse, inclusive and connected teams; developing our people and investing in our work sites; caring about the well-being and safety of our employees; and fostering an organization built on integrity.



Whether it's the technology we make, the products we manufacture, or the processes we deliver, our employees all play a part in bringing each day to life. Together, we are part of the solution, focused on building a more sustainable future, moment by moment.



We Enable Solutions for a Sustainable World™

📍 Milan, Italy



We Care about the well-being and safety of our employees, their families, and the planet.

Community Engagement • Personal Protective Equipment • Rewards • Safety Training • Flexibility • Wellness Programs

We provide resources, tools, and programs to support the physical, mental, and financial health of our employees while integrating sustainability practices into everything we do: through our People and Products and for our Planet.



Everyday, we care about the well-being and safety of our employees, their families, and the planet. Our safety and well-being programs focus on operational behaviors and workplace programs such as Safety and Personal Protective Equipment, Rewards, Community Engagement, Flexibility, and Wellness Programs. In operationalizing our commitment to safety, we demonstrate our care for every person who steps into our sites and who works for our company.

Caring also encompasses the well-being of our employees and their families, which we promote through onsite events and wellness programs, community outreach initiatives, and employee recognition activities. At Momentive, our commitment to engage our workforce to create a zero-harm culture and a place where employees can thrive is how we put caring into action.

At Momentive, we Stop. Think. Act. for Safety

Safety is vital to ensuring that our processes and systems have zero negative impact on our people, our products, and the environment. As part of a multi-year journey of improved safety performance, Momentive has introduced a Stop. Think. Act. concept. It augments our existing safety efforts and reinforces the importance of safe behaviors “in the moment” as part of our day-to-day activities, with the goal of moving us closer to “zero” incidents.

Whether in manufacturing, labs, warehouses, or offices, risk is everywhere. Employees are required to take personal responsibility to STOP themselves, and STOP others, to ensure safety is never compromised. Specifically, they need to:

STOP Pause for a moment before starting any task.

THINK Assess risks and hazards and think about what could go wrong.

ACT Proceed with safety in mind, ask for help if needed, and **Act Safely, not Quickly.**

Termoli, Italy



ITATIBA SITE MAKES SAFETY CONVENIENT

📍 Itatiba, Brazil

Momentive’s Itatiba, Brazil, site recently introduced a Personal Protective Equipment (PPE) vending machine to improve its PPE Management System. All employees now receive their PPEs using a Digital Management System, eliminating the need for completing and submitting paper forms. The new technology also reports PPE management directly to the Brazilian government agencies that regulate PPE distribution and use. PPE is now available to employees during all shifts. Previously, requests for equipment were made manually during administrative shift hours only. The new process also ensures that equipment, such as respiratory cartridges, are exchanged at the appropriate time.



PROCESS HAZARD ANALYSIS FACILITATOR TRAINING

📍 Termoli, Italy

In 2024, Momentive’s Termoli, Italy, site hosted employees from Germany, Thailand, Japan, and Italy to receive training to become Process Hazard Analysis Facilitators. All participants were fully engaged during the week, alternating theoretical training sessions with numerous practical sessions on processes currently underway in company reactors, distillation columns, and storage tanks.



SUPPORTING SAFETY PRACTICES ACROSS THE COMMUNITY

📍 Rayong, Thailand

The annual Family Safety Day at Momentive’s Rayong, Thailand, site brings together employees and their families to focus on safety and health, sustainability, social responsibility, and diversity. Activities include safety and health safety demonstrations, health consultations and questionnaires, and a first-aid practice exercise. Sustainability sessions have included teaching waste separation to children (reuse, recycle, donate) and energy-saving tips.



Safety Performance and Targets

At Momentive, safety performance data plays a crucial role in evaluating the impact and effectiveness of our safety initiatives and improvement efforts. Using these insights, we've set clear goals for 2025 and beyond to reinforce our commitment to continuous improvement.

We remain steadfast in our approach to minimizing injuries, environmental impacts, and fire-related incidents across our operations. Our confidence is rooted in a proven, long-term strategy that prioritizes injury prevention through a strong focus on leading indicators.

Itatiba, Brazil



Safety is about people. At our Itatiba site, I helped implement a PPE vending machine system that provides employees with quick and easy access to crucial safety gear. **I see clearly how our employees hold safety as a personal value**, through their commitment and engagement in reducing exposures, eliminating unsafe behavior as well as recognizing good examples, and taking care of each other. I've been with Momentive for 12 years and am proud to work for a company that spares no efforts to ensure the safety of everyone.



Tadeu Schaion
EHS MANAGER

MATERIAL TOPIC: SAFETY

SUSTAINABILITY INDICATOR	2022	2023	2024	2025 GOAL
Occupational Injury and Illness rate ¹	0.50	0.21	0.35	0.32
Number significant occupational safety incidents ²	0	0	0	0
Number of fire, process safety, or environmental incidents ³	17	12	5	1
Accident frequency rate ⁴	0.50	0.21	0.35	0.14
Accident severity rate ⁵	0.25	0.11	0.18	0.16
Sites covered by employee health & safety risk assessments ⁶	100%	100%	100%	100%
ISO 45001/OHSAS 18001 certified manufacturing sites ⁷	16%	16%	16%	50%

¹Safety - Standard OSHA rate definition applies.

²Safety - Significant incidents as defined in MS15 – Incident Management Standard for legacy Momentive sites worldwide (i.e., fatality or amputation).

³Safety - Total of Major incidents as defined in MS15 – Incident Management Standard for legacy Momentive sites worldwide.

⁴Safety - Standard OSHA rate definition for legacy Momentive sites worldwide.

⁵Safety - Industry standard Day Away from Work rate for legacy Momentive sites worldwide.

⁶Safety - Legacy Momentive Manufacturing sites as defined in MS-SAF01 – Safety Risk Assessment Standard worldwide.

⁷Safety - % of Legacy Momentive Manufacturing sites certified to ISO 45001/OSHA 18001 worldwide.

Momentive Supporting Community at Scale

At Momentive, we believe meaningful community engagement is essential to driving long-term, positive change. Around the world, we support initiatives that foster economic growth, promote social equity, and advance environmental sustainability — all aligned with our core values and commitment to responsible business practices.

In India, these efforts are driving impact at scale. Through a range of locally-driven programs, Momentive India is actively contributing to the country’s development goals while fulfilling both corporate priorities and regulatory expectations. Some of our highlighted projects include:



SCHOOL RENOVATION PROJECT IN THE VILLAGE OF RAVADI, PUNE, IN ASSOCIATION WITH ROTARY, PUNE

Momentive India has taken an active role in improving and modernizing a rural school in Dhamane, Pune, Maharashtra, working with the Rotary Club in Pune.

Projects included installing six E-Learning systems together with an interactive panel and a 3kw solar powered backup, erecting a chainlink fence around the compound, enhancing the sports ground, and improving other infrastructure in the school.



VIVEKA SMARAKA PROJECT IN MYSORE – RAMAKRISHNA ASHRAMA

Taking place in a cultural youth center in Ramakrishna Ashrama, Mysore, the Viveka Smaraka Project aims to help students enhance their vocational skills and develop life skills that can aid them in navigating today’s modern world. Momentive India contributed to the rooftop solar panel at the facility, which will enable sustainable solar-powered lighting in the entire building.



Kolar (near Bangalore), India

Celebrating the Installation of 100 Solar Street Lights in rural areas.

NEO-NATAL AMBULANCE GIVEN TO THE DISTRICT HOSPITAL PALGHAR THROUGH ROTARY CLUB, MUMBAI

In cooperation with the Rotary Club in Mumbai, Momentive India contributed to the purchase of a neo-natal ambulance that will be stationed at the District Hospital, Palghar, in an underserved area of Maharashtra.



BUILDING HOMES WITH HABITAT FOR HUMANITY

📍 Waterford and Niskayuna, New York, USA

Employees from Momentive’s Waterford and Niskayuna, New York, USA, sites joined forces with Habitat for Humanity of Schenectady County to build two new homes for needy families. The team installed windows, drywall, and appliances, and painted the homes. By partnering with Habitat for Humanity, participating Momentive employees not only contributed to a worthy cause but also strengthened their own sense of community and purpose.



RUNNING AS A TEAM TO FIGHT CANCER

📍 Termoli, Italy

Doing their part in the fight against cancer, employees at Momentive’s plant in Termoli, Italy, took part in the Pajamas Run, a fundraiser organized by Lega Italiana per la Lotta contro i Tumori (LILT). The Run honors those who are required to wear sleepwear due to their illness. This initiative is part of an ongoing partnership between Momentive and LILT to promote good health, disease prevention, and healthy lifestyles.



HONORING EARTH WEEK AND A CHERISHED COLLEAGUE

📍 Sistersville, West Virginia, USA

At Momentive’s Sistersville site, employees joined with a local landscaper to help develop a beautiful garden with lush plantings, pebbles, and a bench in memory of a beloved former colleague and friend.



We Invest in our sites and our employees' development to enhance and support their career interests.

Career Opportunity • Projects • Training • Centers of Innovation

We offer learning opportunities that continuously engage the minds of our employees while exploring new technologies and enhancing our facilities.



“We Invest” means enhancing our sites and developing our employees to enrich and support their career interests. Some investments are highly visible, like those in our facilities, research centers, and plants, as well as improvements to our properties and safe operations, and digital solutions.

Other investments are less visible but no less important, like those we make in our people through training, education, skill growth and development opportunities.



Milan, Italy



Roby Liu
SENIOR OPERATIONS MANAGER



I have spent my entire career with Momentive. What means the most to me about my time here is how my team invests in talent and identifies the value people bring. I have experienced challenges and benefited a lot from them. Momentive has consistently invested in me as I have navigated multiple roles and programs.

Nantong, China



Itatiba, Brazil

50,322 TRACKED HOURS

of employee training

GLOBAL ROLLOUT OF I CARE PROGRAM



In 2024, Momentive launched I CARE, a training program focused on elevating leadership skills and styles to help employees strategically lead their teams with empathy and compassion. I CARE formalizes our approach to this skill development by offering every employee an opportunity to examine how they contribute to building a welcoming, safety-centered culture. At its core, leadership goes beyond functional expertise; when an individual steps into a leadership role, that person takes on an additional responsibility, including CARING for their people. When our leaders embrace I CARE every day, they set the tone for an inclusive people culture and model what it truly means to lead with empathy and integrity.



Our I CARE principles ask several key questions for leaders to answer:

- **Communicate & Connect**
What will I do to ensure clear two-way communication with my team? What will I do to connect more with my team?
- **Ask & Appreciate**
What will I do to strengthen my learner mindset and ask powerful questions?

- **Role Model & Respect**
What will I do to act as a role model for my team? What will I do to show mutual respect in everyday interactions?
- **Empower & Encourage**
What will I do to continue to empower my team members? How will I encourage my team to share their diverse perspectives?

MOMENTIVE OPENS DEVELOPMENT AND TRAINING FACILITY IN BANGKOK, THAILAND

In November 2023, Momentive opened a new facility in Bangkok, Thailand, with 14 employees led by Ms. Noppamat Jariyasin, our Southeast Asia Finance Leader. The facility expands Momentive’s Application Development Engineering Lab and customer reach in the regional market for specialty silicones in key industries, including beauty and personal care, automotive, energy, healthcare, electronic materials, and agriculture.



LEVERKUSEN EMERGE PROGRAM CONTINUES ITS SUCCESS

In 2024, ten employees at the Leverkusen, Germany, site successfully completed the nomination-based site leadership development program, Emerge. Led by the Leverkusen HR Team and Talent Development organization, the twelve-month program builds leadership

Following an internship in the PSA Lab, I started as an Application Development Engineer right after graduation. Since joining Momentive, it has been nonstop learning, growing, and working directly with our customers. With this much support for education, the amount of growth you can accomplish at Momentive is up to you.

Logan Tichenor
APPLICATION DEVELOPMENT ENGINEER

Waterford, New York, USA



skills as well as a platform for dialogue and networking for our people leaders. During the graduation ceremony, Vice President and Head of Elastomers, Holger Albrecht, reemphasized that “people leadership is one of the most important skills for our company’s success. With this program, we invest in our people leaders’ development to maximize everyone’s contribution to our business.”

We Respect our employees to foster a diverse, inclusive, and connected team.

Teamwork • Diverse Inclusive Environment • Be Oneself at Work

We value our unique differences, creating a collaborative environment where everyone is appreciated.



Respect — for each other and for our differences — motivates our employees to do their best and succeed, as individuals and collectively as a company. This is why we’ve put respect at the heart of our commitment to foster a greater sense of belonging. We embrace different perspectives and celebrate our shared values. Feeling connected to and aligned with our colleagues drives inclusive practice and creates an environment in which employees can thrive and teams can succeed.

Sustainability starts with respect as well — for the diverse communities where we live and work, for the broader world around us, and for the future of our planet. As a global enterprise serving a highly diverse customer base across cultures and geographies, respect is the starting point for all our relationships and interactions, both inside and outside the company.

Some of our Diversity, Inclusion, and Belonging (DIB) highlights in 2023 and 2024 include:

Concluding a competitive global Benefit Program Audit for diverse population segments. As part of this effort, we enlisted the help of a trusted third-party to evaluate our current benefit offerings against local market benchmarks and focused on crucial areas like Health Equity, Women’s Health, and Modern Families. Momentive is at or above the market with opportunities to expand our offerings in the Health Equity category for India and Thailand. This will encompass vital services, like immunizations, preventive care, and Telemedicine options, which were introduced in 2024. In the United States, we also doubled our parental leave in 2024.

Ensuring fairness and transparency in our workplace through pay equity. In 2023, Momentive achieved an important milestone by conducting our first comprehensive analysis of pay equity. Our goal was to

OUR DIB STRATEGY

We aspire to build a culture that recognizes and embraces differences, fostering an environment where employees feel comfortable and valued as their true selves, while always being respectful of others. A diverse workforce empowers our people, strengthens our business, and contributes to a sustainable world.

identify any potential inequities on a global scale, and the results were encouraging, with only a few discrepancies identified that were readily addressed in 2023 and 2024.

This initiative is now an annual process, ensuring ongoing fairness and transparency in our compensation practices. In 2024, we expanded our analysis to include additional interpretations of employees’ peer groups. This allows us to identify potential issues from several different angles and perspectives.

Pay equity is a critical aspect of our commitment to diversity, inclusion, and belonging. It involves ensuring that employees are compensated fairly based on their role, experience, and performance, without discrimination. By conducting regular pay equity analyses, we can identify and address any disparities, fostering a more inclusive and equitable workplace.

Further enhancing our brand and talent acquisition efforts to diversify outreach and recruitment resulting in attracting diverse applicants. This includes university events, internships, and entry-level recruiting, along with celebrating our people, unique benefits, and career opportunities on social media. Across our regions, we are investing in the next generation of talent through a variety of recruitment initiatives: internship and apprenticeship programs in the United States, Germany, China, and India; operations and technical management trainee programs in China; and a graduate hiring program in Japan.

Additionally, we partnered with the Association for Women in Science and Society for Women Engineers in the United States to expand opportunities for employees to connect with regional peers. Expanding our outreach channels has resulted in an increase of qualified diverse applications.

Strengthening our DIB knowledge and skills through our development offerings and employee reach. As of August 2024, 700 People Leaders completed LinkedIn Learning’s Fostering Belonging or Psychological Safety Together course, nearly 70 senior leaders attended our three-week program on Fostering Inclusion & Diversity, and 181 people completed either our Inclusive Leadership, DIB In Action, Cross Cultural Collaboration, or Career Development programs. We also added Unconscious Bias in Interviewing training to our Emerge Leadership program for first-time leaders.



📍 Lostock, UK

Offering “People Leader” sessions focused on expanding awareness, mitigating bias, and identifying appropriate development options for employees. In 2024, we expanded these meetings to cover topics such as employee engagement and mentoring programs and education on compensation information that leaders should know and use as managers of others.

Supporting Regional Diversity Committees, W@M Resource groups, and various global DIB related events. Momentive has funded local employee activities and community events around the globe. We also hosted renowned speakers Steve Robbins to discuss Inclusion Through an Open Mind for Cultural Diversity Day and Dee Oswald to share her experience with Utilizing Confidence as Competitive Edge for Global Quality Week.



Lina Huang

MARKETING COMMUNICATIONS LEADER, CHINA & CHINA REGION DIB COMMITTEE CHAIR

As a DIB committee chair, I have found **Diversity, Inclusion, and Belonging means ensuring that everyone in the diverse mix feels involved, valued, respected, and treated fairly.** This extends not only to Momentive, but also into our community, to be inclusive of all people. We want to ensure that everyone feels valued and important.

📍 Shanghai, China

Operationalizing Feedback from our Voice of Employee Survey

We strive to create an environment that encourages our employees do their best work. To help us achieve this, we developed a comprehensive Voice of Employee (VOE) survey in 2022 to give us a clear sense of what our employees think about working at Momentive.



In 2023, we held more than 50 employee listening sessions around the globe to take a deeper dive into the VOE results. Based on the collective input from the VOE survey and listening sessions, we outlined three focus areas for our efforts going forward:

Leadership Engagement Skills & Behaviors:

according to the survey findings, the person with the most significant impact on an employee's experience and ability to be successful at work is the employee's direct people leader. As a result, we are committed to invest in our people leaders with an established standard skillset and expectations for their development. Our initial objective is to strengthen frontline people leaders in our manufacturing sites through development of their leadership skills. This framework contains foundational behaviors for people leaders to apply in their day-to-day operations, whether focused on Safety/Sustainability, Quality, Integrity, Continuous Improvement, or Business Initiatives.

Transparency & Visibility of Policies, Processes & Practices: survey feedback indicated that employees want to know and have access to relevant information to

help them thrive at work. They also want to trust that the company's development and reward offerings are fair and equitable. We plan to enhance visibility into Talent Development and Total Rewards processes through education, sharing, and access. Some recent actions in these areas are:

- Including hiring salary ranges on all U.S. job postings for pay transparency
- Launching a new HR Policy Portal on Momentive's intranet as a central source of global and regional policies
- Conducting compensation education sessions to demystify levels and ranges of roles
- Improved internal visibility into job opportunities through standardizing a global job posting process, including the ability to set up job alerts
- Hosted employee information sessions on development offerings

Two-Way Communication on Momentive Process

Improvement Initiatives: the survey showed that employees want awareness and opportunities to provide input on initiatives that impact their work. Our commitment is to amplify key initiatives through a variety of channels and provide a mechanism for employee input and feedback. For example, for our frontline workers who do not have easy access to computers, we have begun rolling out digital signage at many of our large manufacturing sites.

In addition to these global commitments, we plan to spotlight and recognize local efforts on site-specific actions that have occurred, and will continue to occur, because of employee input.

DIB LUNCH & TALK SERIES

Across Momentive's global regions, employees from various functions come together to discuss topical issues of the day, including diversity and social concerns. Participants are encouraged to share their thoughts and perspectives on these and other topics that touch on their lives both within and outside the organization. Participants also share *ideas and actions* to improve our DIB initiatives, which will be the subject of upcoming DIB Talk events.



Members of the European DIB Council met with VP of Operations for Formulated Specialties, Wim Blindenbach, for an open exchange on progress, plans, and challenges around Diversity, Inclusion & Belonging at the company's site in Leverkusen, Germany.



Employees in our Shanghai, China, site discuss how to support career development for female scientists.



We Trust our employees to do the right thing at the right time.

Integrity • Trust • Ethics & Compliance • Honoring Commitment

We adhere to our values and deliver on our commitments to earn the trust of our employees and customers everyday.

DOING THE RIGHT THING: INTEGRITY, COMPLIANCE, AND GOVERNANCE AT MOMENTIVE

We trust our employees to do the right thing at the right time. We cultivate our employees to be enablers of compliance and integrity for Momentive, because we are all part of the solution. Integrity, Compliance, and Governance are the foundation of our business success and a priority of our customers and partners as well.

Integrity will continue to guide how we enable **Solutions for a Sustainable World™** — trusting each other, trusting our customers’ feedback, trusting our sustainability commitments, and trusting we will do our part to help protect our planet for future generations.

Our Core Value of Integrity informs multiple programs and initiatives at Momentive, including our Code of Conduct, training, and reporting. Our Legal department plays a central role in ensuring that we stay on the path of operating with the highest standards of integrity, using key performance indicators — including quarterly training sessions — to measure and assess our progress in meeting this goal.

Momentive’s multi-regional Integrity Practice Group leads the Legal Team’s efforts to foster the company’s core value of integrity by conducting quarterly trainings and annual policy reviews and spearheading integrity-focused communication campaigns across various internal channels.

INTEGRITY PROGRAM OVERVIEW



KEY PERFORMANCE INDICATORS

- ✓ Completion Rates for all Global Integrity Trainings >90%
- ✓ 4 Global Integrity Trainings per year
- ✓ Review of and follow-up to all Integrity Concerns reported to Legal
- ✓ Availability of Integrity reporting channels to all employees and third parties, supported by company-wide Ombuds network coverage
- ✓ Integrity Policy Reviews according to review schedule
- ✓ Code of Conduct annual review

Trust is a necessary element for any strong relationship and collaboration. It is both a noun and a verb — something we hold onto, as well as the way we act. At Momentive, trust is also a symbiotic relationship cycle: We trust each other to do the right thing because we live our values and deliver on our commitments.



Michele Motta
CHIEF LEGAL & SUSTAINABILITY OFFICER

Niskayuna, New York, USA

Momentive recently introduced our Integrity Compass to help conceptualize how we act to build trust. The Compass consists of five practical rules to help everyone keep Integrity in focus, always:



- 1 Play by the rules
- 2 Think before you act
- 3 Let all your activities be governed by Respect and Integrity towards your colleagues, contacts, and the company
- 4 Be true, be clear, be safe
- 5 In case of doubt or questions, ask for support

GLOBAL OMBUDS NETWORK - A TRUSTED INTERNAL RESOURCE

Momentive maintains a global network of Ombudspersons who go “the extra mile” to bring Momentive’s core value of Integrity to life. At all major Momentive locations and in all regions around the globe, Momentive’s Ombuds network is embedded across the company.

The global Ombuds network has evolved to include more than 20 volunteer team members serving in these duties in addition to their daily responsibilities. Bringing their time, open mind, knowledge, and experience to the table, Ombudspersons field calls and emails from colleagues seeking support on integrity-related issues and work to orient them towards a solution.



Donna Mangle
REGIONAL CUSTOMER SERVICE LEADER



In Customer Service, trust is the foundation of building strong relationships with our customers and partners. Momentive is committed to empowering our Customer Service team to act with integrity and make the **right decisions at the right time**. By doing so, we ensure our customers feel confident that their best interests are always our top priority.

Huntersville, North Carolina, USA

INTEGRITY TRAINING TO ENSURE BEST PRACTICES

Our employees are enrolled in Integrity Training on the company’s digital learning platform called Momentive University. The courses are assigned for 30 days each and the content requires approximately 30-45 minutes for completion. To successfully complete the course, employees must pass a quiz.

In addition to global training assignments, the Legal team offers a variety of individual tailor-made training on various Integrity topics on demand. The topics for these sessions are selected on a priority-risk based approach as part of the company’s ongoing multi-year Integrity awareness plan. In 2024, the trainings covered a diversity or ethics related topics including but not limited to Code of Conduct refresher, Confidentiality & Communication, Integrity Culture & Mutual Respect, and Antitrust & Competition Laws.



Garrett, Indiana, USA

Employees are required to complete every Integrity Training assigned to them in Momentive University and managers have visibility into their team’s training completion status. In 2024, over 90% of our global employees completed all required training.

90% OF EMPLOYEES

completed over 10,000 integrity training course assignments in 2024

50+ COMPLIANCE REVIEW BOARD MEETINGS

provided quarterly interactive and engaging forums on integrity topics across the company

INTEGRITY CONCERNS REPORTING AND INVESTIGATION

Employees report integrity concerns through appropriate channels, including direct managers, the Legal Department, local Human Resources, local or regional Ombuds personnel, and the EthicsPoint hotline, website and mobile resource. Employees who raise an integrity concern receive confidential treatment and independent investigation by legal personnel, and all reports are treated strictly confidential.

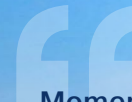
As outlined in our **Code of Conduct**, every concern that is brought to Momentive’s attention with honest intent receives an objective and appropriate investigation. As part of such investigation, Momentive takes action to protect the reporter against any form of retaliation, whether direct or indirect.



Claudia Bussi
OMBUDS NETWORK REPRESENTATIVE



Milan, Italy



Momentive’s Ombuds Program is an important pillar of our Integrity Culture. I am very happy to be part of this and very proud of the strong Integrity Culture and all the trust with which Momentive employees give feedback and share their thoughts.

INTEGRITY & COMPLIANCE AT MOMENTIVE CULTURE DAY

Leverkusen, Germany

How does Momentive define Integrity? What actions does the company take to foster a culture of Integrity and Compliance? And who should I contact in case of concerns? Questions like these were answered by the legal team at our Culture Day in Leverkusen. The team discussed cross functional interactions, open questioning, and honest feedback practices to support integrity and compliance.



We are Proud of the innovative solutions and quality products our employees develop and deliver to impact people's everyday life.

Quality Products • Partnership • Customer Value • Innovation • Important Impactful Work

We create innovative solutions to solve customers' real-time challenges, while delivering environmental and societal benefits.



At Momentive, innovation is at the heart of everything we do. Our employees are driven by the opportunity to build technologies that shape the future — advancing industries, solving real-time challenges, and improving everyday life around the world.

With a deep-rooted culture of collaborative innovation, our teams continuously develop breakthrough solutions that set new standards in performance, sustainability, and impact. For more than 80 years, we've delivered differentiated materials that power next-generation applications — and we're just getting started.

Our commitment to sustainability is embedded across our operations through our Sustainability Framework, ensuring that our innovations not only push boundaries but also support the long-term health of our planet and the communities we serve. This report highlights some of the achievements made possible by our people — innovators who are transforming the future through bold thinking, advanced materials, and a shared vision for a better world.



I am proud of my Momentive journey. During my 16 years with the company, I've had the pleasure to be part of the great team that started our NXT™ Silane plant in Leverkusen. This innovative tire additive helps reduce fuel consumption by lowering rolling resistance — a win for performance and the environment. Today, I take pride in working closely with our customers and suppliers to optimize quality and processes.



Joerg Degen
SITE IATF & SUPPLIER
QUALITY EXPERT
Leverkusen, Germany



Bangalore, India

Transformative Technologies and Customer Partnerships

Momentive’s Technology Ecosystem is a fully integrated network that drives sustainable innovation through close collaboration across functions and customers, and with external partners. Product Development teams translate strategy into a multi-generation product pipeline, supported by Corporate R&D’s platform technologies

and Application Development’s customer-focused solutions. Analytical Development ensures product performance and environmental impact are rigorously monitored to enable sustainable outcomes. Our Center of Excellence standardizes and digitizes R&D processes, while Intellectual Property safeguards innovation.



Alagar Perumalsamy
DIRECTOR - MANUFACTURING OPERATIONS (SOUTH ASIA)
Chennai, India



At Momentive, each one of us resonates with the ‘Quality Begins with Me’ mindset that is reflected in the innovative solutions and quality products we develop and deliver to thousands of customers. I am proud of our ‘Customer Love’ philosophy, enabling employees to hear, feel, touch, and communicate quality in everything they do — striving to build an emotional connection with customers and being Part of the Solution on an on-going basis.



CUSTOMER PARTNERSHIP

Momentive has been not only a long-time supplier but also a critical partner to Carpenter. Their efforts to bring innovation to polyurethanes have been a key contributor to our company’s success. The collaboration between Momentive and Carpenter has produced some of the industry’s leading foam technologies on the market today. Momentive has also been at the forefront of bringing environment-focused solutions to the market, whether in the realm of emissions or environmental impact.

Momentive’s products and people provide a wealth of information and solutions not only to Carpenter but to the entire polyurethane industry.



Bradford Beauchamp
PRESIDENT/CEO



Richmond, Virginia, USA



Our Products

Momentive's materials are found across a broad spectrum of industries — from healthcare and aerospace to beauty, electronics, and beyond. Our sustainable innovation is powered by a strong Technology Ecosystem focused on developing solutions for impact, built on close collaboration with customers, suppliers, and partners to co-create products that enable sustainable applications and deliver meaningful environmental benefits. At the core of this strategy are three key workstreams that guide our innovation efforts: **Green Raw Materials**, **Hazardous "Free" Design**, and **Sustainable Applications**. These workstreams shape how we approach new product development — ensuring that sustainability is embedded from the earliest stages of concept through to commercialization. By applying these principles, we are able to reduce environmental impact, improve product safety and performance, and support circularity. This integrated approach not only drives progress toward Momentive's own sustainability goals but also empowers our customers to meet their internal sustainability targets — helping to advance collective action across value chains and industries.

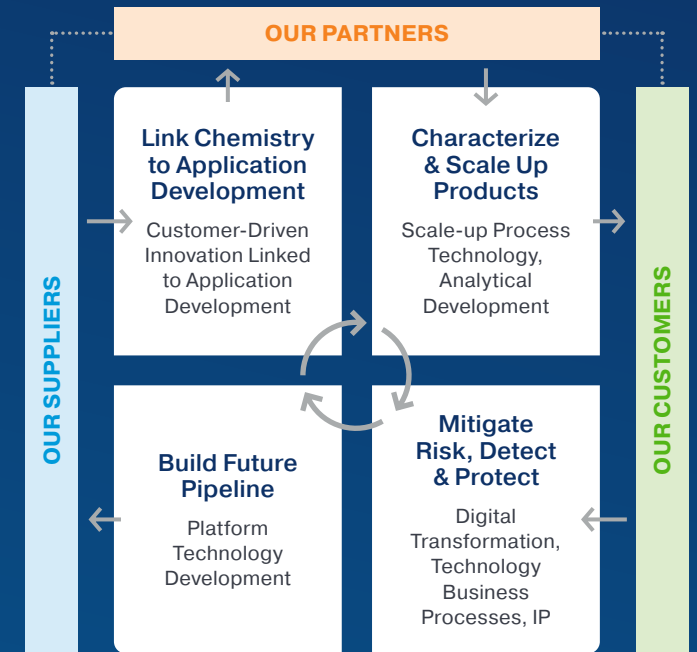
EVOLVING OUR TECHNOLOGICAL ECOSYSTEM TO SUPPORT CUSTOMER INNOVATION

The integration of our Sustainability Framework marks a pivotal shift in how we approach product innovation. Developed through Momentive’s rigorous analysis of material topics, our Framework offers strategic clarity and transparency into how we are shaping our technological ecosystem. By weaving sustainability into the fabric of our innovation ecosystem, Momentive is aligning our product development with megatrends in customer expectations, regulation, and the shifting market culture around sustainable products.

Momentive is implementing practical tools and capabilities to drive measurable impact. Our digital Portfolio Sustainability Assessment (PSA) framework is integrated into every stage of the new product introduction (NPI) process, and key performance indicators (KPIs) have been established to track our products’ delivery of sustainability outcomes. Through this holistic and agile approach, Momentive is reinforcing our innovation ecosystem — one designed to meet today’s challenges while creating products that reflect the needs and values of tomorrow.



OUR TECHNOLOGY ECOSYSTEM

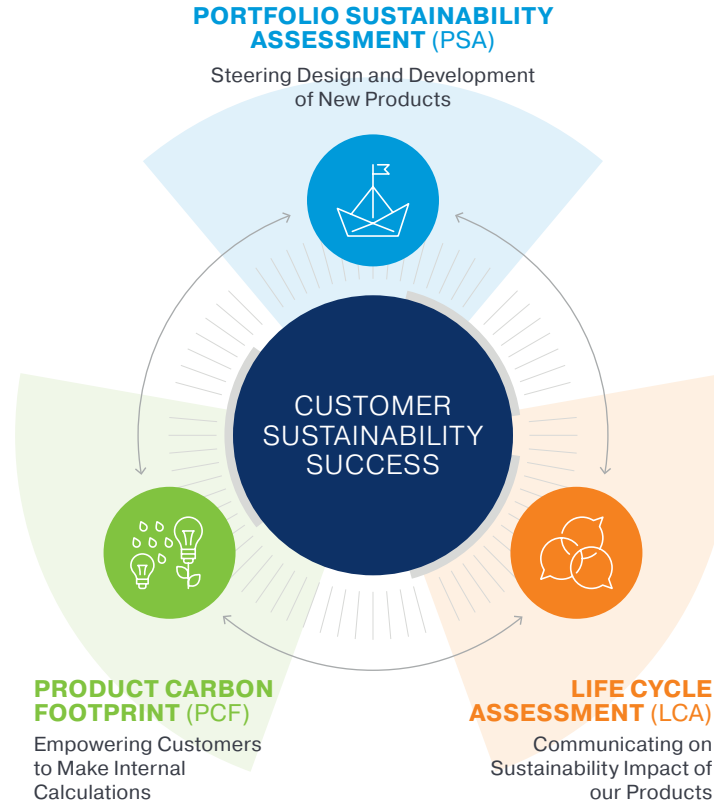


Momentive’s Technology Ecosystem elevates the customer experience through tailor-made sustainable solutions while achieving operational efficiencies that enhance productivity, minimize waste, reduce environmental impacts and enhance safety across the entire value chain. Our Ecosystem positions us as a leader in sustainable innovation, benefiting both our customers and the planet.

Advancing Life Cycle Assessment Capability through Digital Tools

In 2024, Momentive launched an ambitious initiative to complete cradle-to-gate **Product Carbon Footprint (PCF)** calculations for all products for all major sites by the end of 2025. Our continuous efforts to build carbon footprinting to support transparency empowers our customers to make informed, low-carbon choices and strengthens our ability to meet disclosure expectations. Our **Life Cycle Assessment (LCA)** efforts have also clearly demonstrated the significant positive impact our products can have on our customers' sustainability performance.

We are empowering our R&D teams to evaluate environmental impacts early in product development through a digital **Portfolio Sustainability Assessment (PSA)** tool that is integrated into the NPI process. This enables more informed choices of raw materials and technologies which in turn leads to more sustainable product solutions. Importantly, integrating PSA, PCF, and LCA into our NPI process enables us to steer our portfolio toward more sustainable, lower-carbon solutions for customers in alignment with our long-term decarbonization goals.



“ I have been working on our Quality team for more than 16 years. Thanks to Momentive, I grow every day. I am so proud that my work contributes to customers choosing and feeling satisfied with our products, and that our products help people around the world live safe, healthy lives. ”



Jiayong Shen
QUALITY SHIFT LEADER
Nantong, China

During my two years at Momentive, I've embarked in the early stages of the "Harmonie™ Journey", seeking to understanding the market, listening to our customers, providing solutions for our Beauty & Personal Care product range extension driven by naturals. As I work in this multicultural and dynamic environment alongside inspiring colleagues and partners, I'm proud to experience unparalleled dedication, passion, and leadership.

Lea Mallet
SENIOR APPLICATION DEVELOPMENT ENGINEER
Abingdon, UK



OUR GLOBAL INNOVATION CENTERS CENTERS: WHERE IDEAS ACCELERATE

Momentive’s 13 cutting-edge research and development centers are located across three global regions and are designed to foster stronger collaboration and exchange of ideas, as well as the development of trend-focused, innovative solutions to support growing customers needs.

AMERICAS

- Charlotte, NC
- Pearl River, NY
- Sistersville, WV
- Waterford, NY



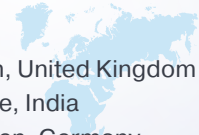
Pearl River, New York, USA



Sistersville, West Virginia, USA

EMEA

- Abingdon, United Kingdom
- Bangalore, India
- Leverkusen, Germany



Abingdon, UK



Bangalore, India

APAC

- Daejuk, Korea
- Hwasong, Korea
- Jeonju, Korea
- Ohta, Japan
- Shanghai, China
- Yongin, Korea



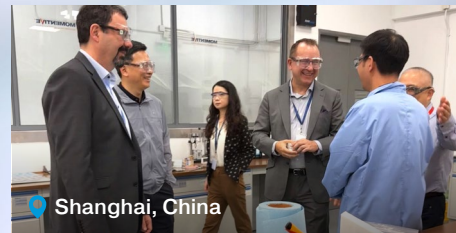
Leverkusen, Germany



Jeonju, South Korea



Ohta, Japan



Shanghai, China

Responsible Product Stewardship

Product Stewardship at Momentive is forward-looking, addressing changing regulatory compliance landscapes, customer and market expectations, ESG objectives, and external commitments. Momentive has partnered experienced regulatory professionals with each region of operation and business segment. They provide capabilities for strategic assessments of the impact and opportunities presented by evolving regulatory environments that are tailored to each end market in which we operate.

Some examples of the tools used in these assessments include:

Regulatory Strategy Forums

Momentive’s Product Stewardship team leads annual Regulatory Strategy Forums tailored to each business segment, enabling a cross-functional team to build forward-looking customized strategies and develop action plans that address high-priority risks and opportunity gaps. Product Stewardship and Sustainability Leaders work with the segments to understand the unique sustainability and regulatory drivers, including market trends, to develop a Regulatory and Sustainability Strategy for each segment. Additionally, Product Stewardship experts offer expertise in proactive identification and replacement of chemicals of concern (CoC), such as PFAS. This guidance helps to promote the hazardous-free design of new products and the development of sustainable applications from the earliest stages of ideation.

Toxicology Testing Program

Robust toxicological, ecotoxicological, and biocompatibility data are critically important to ensure the safety of our products in a wide range of end-use applications. In keeping with the responsible management of products, Momentive utilizes a broad array of in vitro, in vivo and in silico testing methods in accordance with regional and global regulatory requirements. These include quantitative structure-activity relationship analysis, read-across approaches, and literature reviews. Momentive has significantly enhanced our subject matter expertise in ecotoxicology

I've been working at Momentive for almost 7 years and my current role has me interact with cross-functional areas around the world, inspiring lively technical discussion and diverse strategies. This is one of the most remarkable aspects of my experience at Momentive, because it challenges me and gives me an opportunity to grow, learn, and perform every day.



Rosemeire Ciro
CAS MARKET & APPLICATIONS LAB MANAGER

Itabita, Brazil

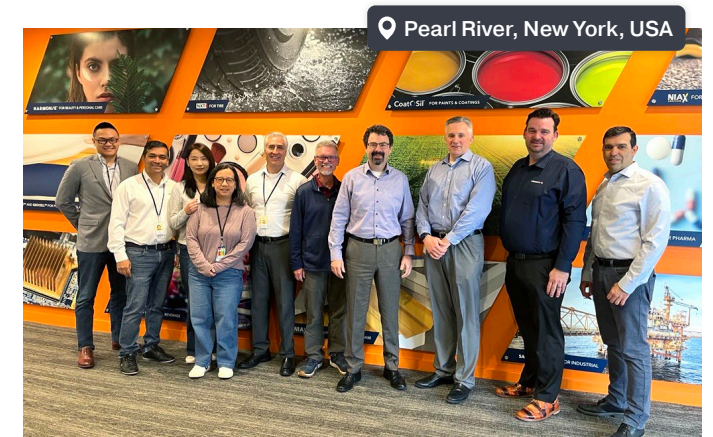
assessments to meet the ever-growing demand for evaluating the environmental impact of our products. This advancement underscores our commitment to sustainability and responsible stewardship, ensuring that our products align with global environmental standards and best practices.

Application Review Process

Momentive strives to ensure that our products are used appropriately, particularly in sensitive and regulated applications such as healthcare, food contact, and pharmaceutical processing and excipients. The Application Review Process allows a core team (which includes Product Stewardship, Marketing, and Technology) to conduct in-depth evaluations of these sensitive applications to assess product compliance with applicable regulations and develop strategies to mitigate relevant risks. This process ensures that each product and application reviewed complies with established Momentive corporate policies and global and local regulatory requirements.

New Product Introduction (NPI) Process

Momentive's Product Stewards partner with product design and development teams as part of the NPI process, using the Portfolio Sustainability Assessment (PSA) tool to help identify raw materials, intermediates, and processes with reduced environmental, health, and safety impact. This enables risk assessment and potential mitigation at project inception, accelerating time-to-market while also providing safer product solutions and minimizing environmental footprint. After a product enters



the market, Momentive conducts a Post-Launch Review, which assesses the viability of new products after launch. This robust process ensures accountability to the original NPI project goals and regulatory commitments that were planned at product conception.

Ensuring Regulatory Compliance

As chemical regulatory environments continue to expand in scope and complexity, Momentive has invested in building operational subject-matter expertise to ensure compliance with the most updated regulations in Europe, Asia Pacific, and the Americas. Stakeholders across Momentive's businesses rely on Product Stewardship to maintain awareness of evolving regulatory requirements, communicate relevant updates, and assess the impact of those regulatory changes. A critical enabler of compliance is the continuous improvement of our processes and the implementation of digital tools designed to enhance data accuracy, visibility, and analysis.



OUR PRODUCTS AND THEIR IMPACT

At Momentive, product innovation is not only a cornerstone of our competitive advantage — it is a catalyst for our customers to have global impact. By integrating our robust innovation ecosystem with our operational Sustainability Framework, we create powerful synergies that drive transformation across our product lines to enable **Solutions for a Sustainable World™**. Central to our Sustainability Framework model is a dedicated project management office that enables structured action across defined impact workstreams. These workstreams now embed sustainable product development into

the core of our innovation process, reflecting our sustainability commitments, business imperatives, and customer needs. This unified approach enables deeper, more agile collaboration with customers, ensuring our solutions align with evolving global market trends while actively addressing the complex challenges of tomorrow. From concept to commercialization, Momentive’s product innovation efforts are designed to anticipate needs, providing enhanced safety and reduced environmental impacts while delivering sustainable value at scale.

SUSTAINABILITY FRAMEWORK IMPACT WORKSTREAMS

Our product innovations are now aligned with our defined impact workstreams:

- GREEN RAW MATERIALS
- SUSTAINABLE APPLICATIONS
- HAZARDOUS “FREE” DESIGN
- ENERGY & PROCESS EFFICIENCY
- SAFETY

For more details on our Sustainability Framework, see [page 11](#).



BEAUTY AND PERSONAL CARE

In the Beauty and Personal Care industry, sustainability is increasingly integral to product innovation, supply chain transparency, and brand responsibility. Momentive’s solutions are designed to help formulators meet evolving consumer and regulatory expectations — delivering performance while enabling lower environmental impact. Through ingredient transparency, reduced carbon footprint, and support for clean beauty formulations, we are helping our customers advance their sustainability commitments.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Harmonie™ NatuVel Gel

Sustainability Framework Impact Workstreams:

- GREEN RAW MATERIALS
- SUSTAINABLE APPLICATIONS
- HAZARDOUS “FREE” DESIGN

Harmonie™ NatuVel gel demonstrates that biobased materials can deliver the same high-performance benefits as historical silicone and synthetic materials. Made from 100% biobased ingredients, this vegan, biodegradable product offers a lower carbon footprint than our silicone-based alternatives.

Developed with the guidance of the 12 principles of green chemistry, Harmonie NatuVel gel production requires no catalyst or volatile solvents, and the only by-product is water. It can be used to formulate multiple functional products, thereby reducing the number of products consumers need and minimizing water consumption and packaging waste.

Harmonie NatuVel gel has received **ECOCERT COSMOS certification**, a globally respected standard for natural and organic cosmetic ingredients.



AGRICULTURE

A leader in the agricultural sector for more than 40 years, Momentive is a pioneer of innovation, designing adjuvants and antifoams that boost the performance of in-can formulations and tank-mix applications. We help growers worldwide maximize efficiency and sustainability of their operations through improved agrochemical coverage and lower spray volumes, helping to reduce the number of applications while optimizing water use.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Silwet™ Optim

Sustainability Framework Impact Workstreams:

- SUSTAINABLE APPLICATIONS
- HAZARDOUS “FREE” DESIGN

Silwet™ Optim is an advanced organosilicone-based adjuvant offering superior levels of coverage and deposition while minimizing penetration. It is especially suited for the application of herbicides, fungicides, insecticides, and plant growth regulators in fruits, flowers, vegetables, and more sensitive crops. Silwet Optim is also effective with biologicals, providing compatibility with a number of organisms, enhancing their adhesion, spreading and efficacy. Silwet Optim is 76% biodegradable (28 days, OECD 301B) and is listed for use in organic farming, making it a more sustainable choice for growers seeking superior pest management and crop protection.



AUTOMOTIVE AND MOBILITY

At Momentive, we harness our silane and silicone expertise to create advanced solutions tailored to the automotive industry’s most demanding applications. Our products are engineered to enable enhanced vehicle performance across critical areas, making tires lighter, more durable, safer, and more energy-efficient and environmentally friendly. Our comprehensive solutions empower automotive manufacturers to innovate with confidence, propelling the industry ahead in every application.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



NXT™ Silanes

Sustainability Framework Impact Workstreams:

[SUSTAINABLE APPLICATIONS](#)

[HAZARDOUS “FREE” DESIGN](#)

Our NXT™ silane and NXT™ P97 silane enhance tire performance by improving rolling resistance, resulting in better fuel economy and lower CO₂ emissions. NXT silane can also improve processibility during manufacturing of tires, reducing energy use. NXT P97 silane can provide 20% improved tread wear, resulting in longer lasting tires.



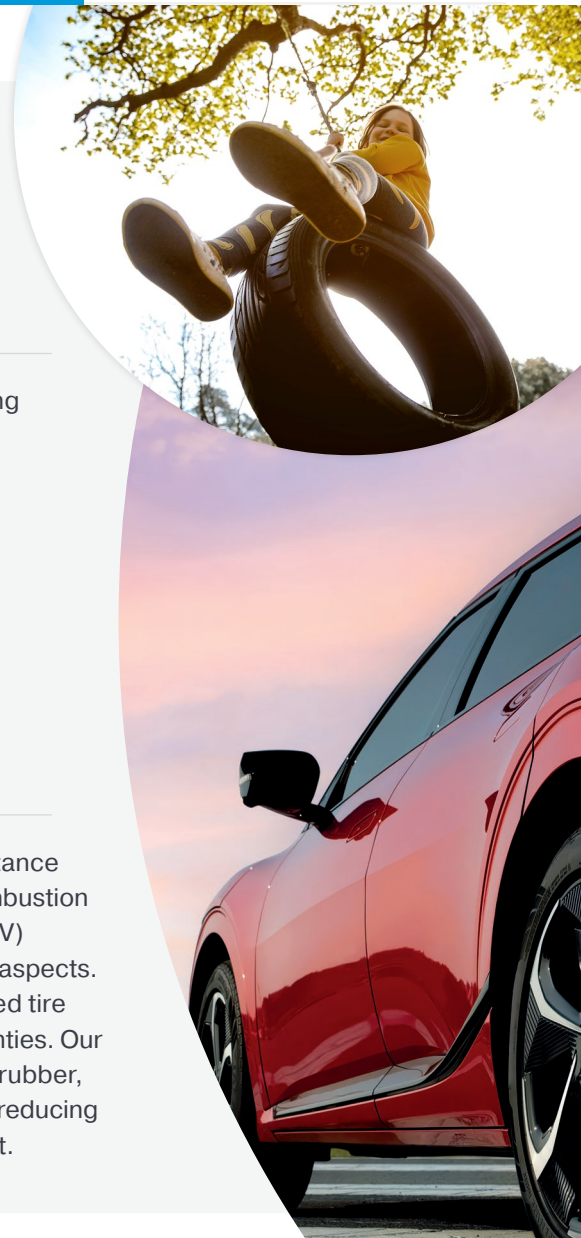
FXP™ Silanes

Sustainability Framework Impact Workstreams:

[SUSTAINABLE APPLICATIONS](#)

[HAZARDOUS “FREE” DESIGN](#)

Our FXP™ silane products play a pivotal role in enhancing a tire’s rolling resistance performance. This directly translates to improved fuel efficiency in internal combustion engine vehicles or improved battery range in the growing electric vehicles (EV) segment, all while ensuring a safe grip and maintaining other key performance aspects. Also, the heavier loads and higher torque demands of EV tires require improved tire tread life in order to meet consumer expectations regarding tire mileage warranties. Our FXP silane products, particularly those synthesized with silica-reinforced tire rubber, contribute to prolonging tire life thanks to improved silica dispersion while also reducing the release of Tire Road Wear Particle (TRWP) pollution into the environment.



AUTOMOTIVE AND MOBILITY

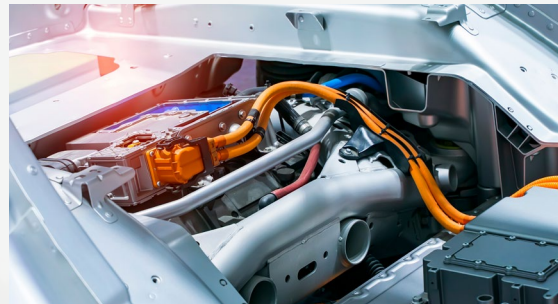
Low-Temperature Fast-Cure Adhesives for TCU/ECU

Sustainability Framework Impact Workstreams:

🔗 SUSTAINABLE APPLICATIONS

🔗 HAZARDOUS “FREE” DESIGN

Our innovative low-temperature (LT) curing adhesives deliver the performance the automotive industry expects, as well as a reduced product carbon footprint compared to the baseline product on the market. With fast curing at reduced temperatures, these solutions help reduce our customers’ electricity use. They also have the potential of reducing greenhouse gas emissions by approximately 50-55% in relation to current processing conditions required for existing baseline products.



NEVSil™ Portfolio

Sustainability Framework Impact Workstreams:

🔗 SUSTAINABLE APPLICATIONS

🔗 SAFETY

🔗 HAZARDOUS “FREE” DESIGN

Our NEVSil™ Portfolio delivers functionality and performance tailored to new energy vehicle (NEV) and e-mobility applications. This market segment is growing rapidly, with an ever-steady focus — including by regional governments — on reducing greenhouse gas emissions and promoting clean and renewable energy broadly.

Advancements in e-mobility and the NEV market are global drivers of improved sustainability for the automotive sector. Safety, reliability, and performance remain central as well.

SilFORT™ PHC XH100 Hardcoat

Sustainability Framework Impact Workstreams:

🔗 SUSTAINABLE APPLICATIONS

🔗 SAFETY

SilFORT™ PHC XH100 provides improved scratch and abrasion resistance to plastic substrates, which has proven especially beneficial as a treatment on motorcycle and bicycle helmet visors. With regulatory changes mandating greater scratch resistance for helmet visors, our coating solution has become crucial. In addition to keeping riders safe, it helps protect our planet by extending the lifetime of helmets, keeping them out of the waste cycle for longer.



AUTOMOTIVE AND MOBILITY



SiIFORT™ UVHC5000K Hardcoat

Sustainability Framework Impact Workstreams:

- SUSTAINABLE APPLICATIONS
- SAFETY
- HAZARDOUS “FREE” DESIGN

Our next generation SiIFORT™ UVHC5000K is based on non-CMR (cancerogenic, mutagenic and reprotoxic) components. This provides safety improvements and significantly reduces our customers’ environmental impact. UVHC5000K also uses new UV absorber technology, which is more efficient compared to incumbent products and leads to reduced loading in the coating. Additionally, the new UV absorber is produced with fewer resources, including savings on solvents and energy used during the production process.



RTV 210 A, 224 B

Sustainability Framework Impact Workstreams:

- HAZARDOUS “FREE” DESIGN
- SAFETY

SNAPSIL™ RTV210A - RTV224B-DF is a phthalate-free, thixotropic paste silicone adhesive primarily used in headlamp assemblies. This product quickly cures to a durable and resilient silicone rubber at room temperature without the need for primer application to ensure adhesion to many substrates. This new formulation is carcinogen-free and promotes energy savings for customers with formulations that can cure at low temperatures, avoiding an extra material processing step of primer application for component manufacturers.

BUILDING AND CONSTRUCTION MATERIALS

Momentive silicones for building and construction play a vital role in the success of new builds and renovation projects of all sizes and types. Our trusted products and solutions are designed to enhance buildings by contributing to structural strength, safety, and thermal insulation, thereby increasing energy efficiency, durability, and overall aesthetics. From street level to the skyline, and from the smallest structures to soaring skyscrapers, our solutions help extend the lifespan, enhance performance, and promote the sustainability of buildings worldwide.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>13 CLIMATE ACTION</p> 
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SilPruf™ Weatherseal Sealants

Sustainability Framework Impact Workstreams:

- SUSTAINABLE APPLICATIONS
- HAZARDOUS “FREE” DESIGN

SilPruf™ is a 100 percent silicone paste that cures to form a durable, long-lasting seal. Its unique formulation allows it to withstand extreme joint movement and weather exposure for decades — proven in a 40-year performance study. In 1985, our Construction Sealants team launched one of the industry’s longest-running evaluations of silicone sealant durability to answer a simple question: Which sealant truly stands the test of time? The results were clear — silicone’s performance is unmatched.

SilPruf offers high strength and strong adhesion without the need for a primer. It also emits lower volatile organic compounds (VOCs) than the thresholds set by the U.S. Green Building Council’s Leadership in Energy and Environmental Design (LEED) program, while performing reliably across a wide temperature range. Altogether, SilPruf is a safe, dependable, and environmentally responsible solution for modern construction.

Learn more about the performance study [here](#).



FURNITURE, BEDDING, AND CARPETS

Momentive’s innovative polyurethane technologies touch every aspect of the home environment, including beds, couches, and other upholstery. We prioritize both comfort and sustainability in our advanced low-emission, low-odor solutions for furniture and bedding applications. We enable the higher use of recycled polyol from polyurethane foams, potentially reducing the amount of foam that ends up in landfills. Momentive’s high-performance polyurethane-based products are designed to meet diverse manufacturing requirements, including the sustainability benefits of lower emissions, increased recycling content, and durability.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Momentive supplies a comprehensive polyurethane additive portfolio, encompassing silicone stabilizers, a full range of amine and metal-based catalysts, and a variety of foam property modifiers to meet diverse application needs.

GeoCell™

**GeoCell™
Catalyst RP-900**

Sustainability Framework Impact Workstreams:

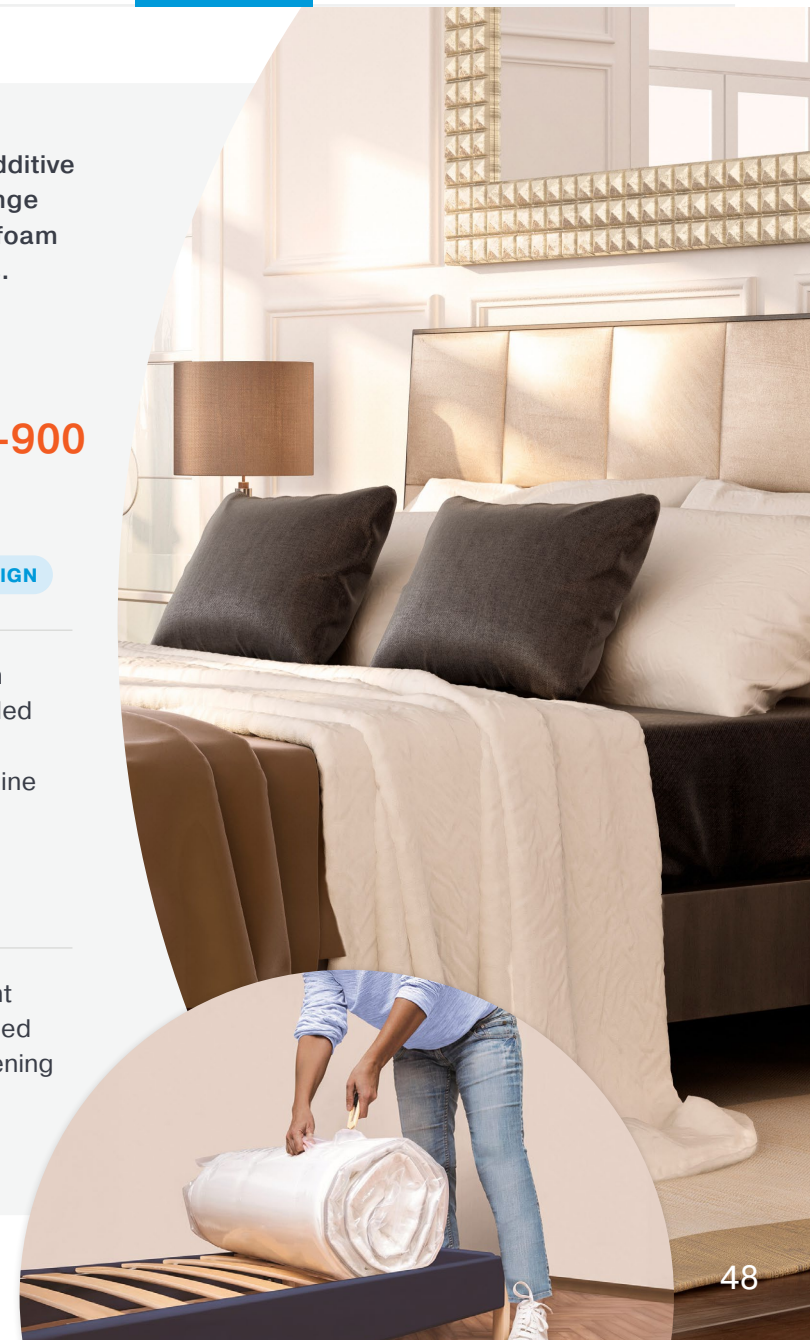
🔗 SUSTAINABLE APPLICATIONS

🔗 HAZARDOUS “FREE” DESIGN

GeoCell™ Catalyst RP-900 is the next generation medium efficient, low-emission blow catalyst for foams with recycled polyol content. Sustainable benefits include emission control through increased molecular weight and lower amine emissions, as well as higher content of recycled polyol.

GeoCell™ Silicone L-930

GeoCell™ Silicone L-930 is the next generation surfactant which provides optimal performance in foams with recycled polyol content. It provides an optimized balance of cell-opening capabilities and foam stabilization, with wide processing latitude and low cyclic content resulting in reduced VOCs.



TAPES AND LABELS

At Momentive, we understand the critical demands of the tape and label industry. For decades, we have partnered with manufacturers to deliver solutions that set the standard for adhesive and release performance. Our commitment to innovation and excellence ensures that our products meet and exceed market expectations across a wide range of applications.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



AnchorSil™ 2021 Release Coating

Sustainability Framework Impact Workstreams:

🔗 SUSTAINABLE APPLICATIONS

🌱 ENERGY & PROCESS EFFICIENCY

Momentive’s AnchorSil™ 2021 is a game-changing, patent-pending release coating that enables more sustainable production of liners for the tapes and labels industry. It consists of a base polymer, crosslinker, and catalyst, all based on thermal platinum-cure chemistry.

AnchorSil 2021 is a more sustainable and proprietary anchorage additive product that enables customers to lower drop platinum in their release coating formulation by more than 30%, and also offers lower-drop, oven-cure temperatures reducing energy usage that results in a lower carbon footprint, saving natural gas.

With our new technology, we have been able to show comparable cure, anchorage, process, and release performance at greater than 30% reduction in platinum levels as low as 10-20 ppm, with no degradation in anchorage on commercially available paper substrates. This new technology has proven to cure at oven temperatures around, or even below, 100°C (a 25% reduction in oven temperature) on paper substrates using standard platinum catalyst levels. The new series, with a reduced product carbon footprint, enables curing with less platinum, resulting in about 35-50% savings in catalyst on paper liners.



PLASTICS, POLYMERS, AND COMPOSITES

Plastics industry customers across the value chain need innovative additives and advanced resins to optimize end-product performance. Momentive offers a comprehensive range of silicone and silane solutions designed to enhance performance while driving efficiencies. Our Silquest™ and SFR brands have demonstrated proven performance in various products over decades.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Silquest™ PA-1

Sustainability Framework Impact Workstreams:

HAZARDOUS "FREE" DESIGN

SAFETY

Our customers are looking for the next best alternative to replace PFAS, which are under strong regulatory pressure, in food packaging films, coatings and paints, and other consumer uses. Our Silquest™ PA-1 solution provides PFAS-free Polymer Processing Aid with Fluorine-free chemistry. It is widely accepted for use in polyolefin film applications that involve food contact.



TEXTILE, LEATHER, AND NONWOVEN

Momentive is helping to revolutionize textile and leather finishing with cutting-edge additives that enable the creation of a new generation of high-performance products. Our unique softeners, high-performance antifoams, and other solutions deliver exceptional softness, superior color brilliance and longevity, enhanced water repellency or customized hydrophilicity, improved abrasion resistance, and unmatched durability.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 
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Magnasoft™ Derma NT RC Textile Enhancer

Sustainability Framework Impact Workstreams:

HAZARDOUS “FREE” DESIGN

Magnasoft™ Derma NT RC textile enhancer reflects Momentive’s commitment to advancing sustainable textile solutions. Through process innovation, this product offers significantly reduced cyclic siloxane (D4) content, meeting stricter environmental and regulatory standards. Magnasoft Derma NT RC textile enhancer is produced with D4 levels controlled below 3000 ppm and D5, D6 levels under 1000 ppm, reducing the potential for environmental persistence and bioaccumulation. By addressing cyclics content, the product supports manufacturers’ efforts to develop safer, more responsible textile treatments. The hydrophilic softener enables enhanced fabric comfort without compromising on performance, helping customers transition toward eco-friendlier alternatives. Lowering cyclics in silicone softeners aligns with growing industry and consumer demands for products that minimize ecological impact while maintaining high quality. By choosing Magnasoft Derma NT RC textile enhancer, customers are strengthening their sustainability profiles and meeting evolving global regulations without sacrificing product performance or efficiency.



ENERGY AND INFRASTRUCTURE

For more than 30 years, Momentive has been serving the transmission and distribution market with reliable silicone elastomers to produce high- and medium-voltage cable joints, terminations, connectors, composite insulators, and surge arrestors. As global demand for reliable, high-voltage energy transmission accelerates, infrastructure must keep pace. Momentive redefines what is possible in high-voltage insulation and protection — delivering unmatched performance in the most demanding electrical environments.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Electropren™ 242-3 Low Temperature Catalyst Technology

Sustainability Framework Impact Workstreams:

SUSTAINABLE APPLICATIONS

Our new Electropren™ portfolio incorporates transformational and innovative technologies that are focused on the infrastructure and energy sectors. Electropren includes our first-to-market patented Low Temperature Catalyst (LTC) technology, which provides functional sustainability advantages by allowing for reduced processing temperatures and faster cure times. Other benefits include productivity increases and energy savings, all the while maintaining and potentially improving upon material technology performance and reliability.



HEALTHCARE AND PHARMACEUTICALS

Momentive silicone solutions are essential in healthcare and pharmaceutical applications thanks to their biocompatibility, superior physical properties, and inert nature. They are widely used in medical devices such as catheters, fluid and drug delivery, respiratory masks, and prosthetics, enhancing patient comfort, device performance, and lifespan. They also aid in scar treatment and are crucial in infant care products. Additionally, silicones facilitate precision medicine and the development of custom medical devices through advanced technologies like 3D printing, which support innovation in medical treatments and patient care.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



Silopren™ Liquid Silicone Rubber (LSR)

Sustainability Framework Impact Workstreams:

HAZARDOUS “FREE” DESIGN

SAFETY

Momentive’s Silopren™ Liquid Silicone Rubber (LSR) solution has a new application in healthcare to address the need for PFAS-free materials. Our PFAS-free self-lubricating LSR offers needle-free access valve technology, which is the method of choice for intravenous therapy to minimize the risk for entry points of bacteria into the patient blood stream. This has major safety and health implications, and can enable improved patient outcomes and quality of life.

ReliaSil™ Long Term Implantable Silicone Elastomers

Sustainability Framework Impact Workstreams:

HAZARDOUS “FREE” DESIGN

SAFETY

Our innovative ReliaSil™ UV HCR 241-60 elastomer is significantly improving the lives of patients using implantable devices. The low temperature UV curing formulation allows incorporating thermally sensitive Active Pharmaceutical Ingredients and additives into the catheter tube, which helps to reduce buildup and prevent infection and can extend the service life of the implant.





Our Planet

At Momentive, we understand our responsibility for mindful stewardship of the environment and supporting the communities where we operate. As a global manufacturer, we are committed to responsible sourcing and to reducing the environmental impact of our operations, all while delivering innovative solutions that advance a more sustainable world. Guiding us on this path are our Sustainability Framework workstreams — **Energy & Process Efficiency**, **Sustainable Logistics**, and **Recycling Capabilities** — all of which demonstrate our strengths, opportunities, aspirations, and responsibilities as a sustainability leader.

RESPONSIBLE RESOURCING FOR THE FUTURE

In the last several years, Momentive has intensified efforts to lower our energy demand and carbon footprint across our global sites. With the help of our external partners, we have undertaken an extensive expert-led evaluation of carbon risk and conducted comprehensive energy and greenhouse gas audits. These evaluations identified critical opportunities for improvement, many of which are now in place — ranging from process upgrades to facility-level efficiency projects.

Technology and digitization have played a central role in this journey. We have placed strong emphasis on using advanced monitoring tools and digital systems to improve asset performance and ensure efficient operations. These tools allow us to proactively manage our environmental footprint and optimize our resource use in real time.

We are also expanding access to renewable and low-carbon energy sources, with an ongoing focus on



Chayathanit Lungkarpin
ACCOUNTING MANAGER

I am proud to work for Momentive because I can use my knowledge and unique skills to improve my work continuously, developing my team to keep pace with technological advancements. I've gained extensive knowledge as an employee at Momentive because we are a leading company in our industry, dedicated to driving innovation and guided by a long-term vision.

📍 Rayong, Thailand

identifying region-specific solutions that are both practical and impactful. While our energy strategy is global in scope, our approach to materials and manufacturing is guided by our “in-region for the region” initiative — utilizing local sourcing and production to reduce transportation emissions and support more resilient, sustainable supply chains. For our third party-supplied materials, we have completed a comprehensive Scope 3 carbon footprint evaluation, and we are moving forward with improved actions on a global basis.

Beyond energy and materials, we remain focused on minimizing other resource impacts — including through water conservation, circularity, and preservation of biodiversity including natural ecosystems such as forests. Environmental considerations are embedded in all our capital investment decisions, ensuring that both growth and sustainability goals are considered hand in hand. We look for sustainable solutions that are both economically and socially beneficial.

EARTH DAY: MANGROVE REHABILITATION IN THAILAND

📍 Rayong Province, Rayong Mangrove Forest
Resource Development, Department of Marine
and Coastal Resources

In many tropical regions, mangroves play a critical role in protecting the environment. In partnership with the local government authority overseeing mangrove conservation, Momentive Thailand employees volunteered to plant 350 trees at the Rayong mangrove forest development, which will support the sustainability of marine ecosystems and coastal resources in the area.



WAREHOUSE REDUCES TRANSIT TIME AND EMISSIONS WHILE IMPROVING QUALITY OF SERVICE

📍 Termoli, Italy

The Termoli team evaluated options within the region to find a more sustainable and cost-effective solution for warehousing and transportation. With the support of the Termoli EHS and Quality teams, a suitable partner was identified, and stakeholders approved the Italy Warehouse Project in 2022.

The project's first phase in 2024 realized a 75% reduction in transit time and zero service complaints for 95 deliveries.



CLIMATE

Sustainability Framework Impact Workstreams:

📌 ENERGY & PROCESS EFFICIENCY

📌 RECYCLING CAPABILITIES

📌 SUSTAINABLE LOGISTICS

Climate change is one of the most pressing challenges of our time, and it requires action from all of us. At Momentive, we are committed to being part of the solution. Our Sustainability Vision includes a clear pledge to reduce our carbon footprint by improving energy efficiency and cutting greenhouse gas (GHG) emissions. And our Sustainability Framework provides a blueprint for helping us meet this goal.

Approximately two-thirds of the energy we use company-wide is generated on-site at our manufacturing facilities, primarily through the combustion of natural gas to produce steam, with smaller contributions from diesel, gasoline, and propane. The remaining one-third comes from purchased electricity generated externally.



Momentive's Decarbonization Strategy

Momentive has been on a dedicated journey toward decarbonization for the past several years, driven by our commitment to environmental responsibility and operational excellence. Our ambitious sustainability goals are aligned with the recommendations of external stakeholders, ensuring that our efforts contribute to global climate action. As we approach 2030, we recognize this period as a pivotal time for transformation, innovation, and leadership in sustainable manufacturing.

More importantly, our customers stand to directly benefit from our decarbonization strategy. By reducing our operational and supply chain emissions, we are lowering the carbon footprint of our products, helping customers meet their own sustainability goals, regulatory requirements, and market demands for environmentally friendly solutions. Our focus on low-carbon raw materials, renewable energy, and process efficiency means our customers can enjoy more sustainable, lower-impact products without compromising performance or quality.

A significant aspect of our environmental impact is our Greenhouse Gas (GHG) emissions. As part of our ongoing journey towards sustainability, we have announced our overarching decarbonization commitments that include:

42%

absolute reduction in Scope 1 & 2 greenhouse gas (GHG) emissions by 2030, using 2021 as the base year.

25%

reduction in Scope 3 Category 1 emissions from raw materials within the same timeframe.

100%

renewable electricity across global operations by 2030.

Net-Zero

emissions by 2050, with a focus on deep decarbonization strategies and limited reliance on carbon offsets.

These targets are aligned with global best practices and underscore Momentive's dedication to combating climate change and transitioning to a sustainable, low-carbon future.

We are implementing a comprehensive approach to reducing direct and indirect emissions across our global facilities. **Key initiatives include:**

- 1 transitioning to renewable energy sources;
- 2 optimizing operational efficiency; and
- 3 reducing fuel dependency in critical processes.

Momentive's NetZero Path

Our long-term vision extends beyond 2030 with a commitment to achieve Net-Zero emissions by 2050. Our strategy focuses on adopting innovative technologies and advancing industry-leading decarbonization practices.

We are periodically evaluating innovative technologies such as carbon capture and sequestration (CCS) to mitigate emissions from our operations. Additionally, we are pursuing the electrification of unit operations and mobility equipment, transitioning away from fossil fuels where feasible. Our commitment to alternative low-carbon energy sources will further enable reductions in Scope 1 emissions.

📍 Nantong, China



SITE-SPECIFIC DECARBONIZATION INITIATIVES

Each of our global sites is implementing tailored initiatives based on operational needs and emerging best practices, driving tangible environmental and economic benefits. Energy optimization is central to our efforts. Sites are leveraging ISO 50001 energy audits as well as know-how offered by external consultants to identify conservation opportunities, reduce steam losses, and implement smart energy management solutions.

To improve process efficiency, we are redesigning turnaround maintenance strategies, incorporating predictive maintenance technologies and optimizing schedules to ensure equipment operates at peak efficiency. These proactive measures help reduce downtime and energy waste. By evaluating emerging technologies and best practices, we continuously refine our approach to further lower our carbon footprint and drive innovation in sustainable operations.

We closely track our Scope 1, 2, and 3 emissions, and this data is regularly reviewed by company leaders at multiple levels — from site sustainability leads to the Executive Leadership Team. To ensure accuracy and transparency, all emissions data is verified by an independent third party.

	2021	2022	2023	2024	2025 GOAL
TOTAL GHG EMISSIONS (kilo tonne CO ₂ e)	404	331	280	256	311
SCOPE 1 GHG EMISSIONS (kilo tonne CO ₂ e)	237	183	183	188	184
SCOPE 2 GHG EMISSIONS (kilo tonne CO ₂ e)	167	149	97	68	128
<i>Calculated Numbers</i>					
EMISSION INTENSITY (kg CO ₂ e/kg)	0.45	0.45	0.52	0.44	—

*Based on primary and secondary data.

SISTERSVILLE ENERGY AUDIT

In November 2024, the energy consulting company DNV performed an energy audit and developed a decarbonization roadmap for our Sistersville, West Virginia, USA site.



Cody Henthorn
SENIOR OPERATIONS
MANAGER

📍 Sistersville, West Virginia, USA

My father started work at Momentive when I was 8 years old. Growing up, I saw the satisfaction he found in his work, the values he brought back from the site, and the quality of life he was able to provide. It inspired me to want to follow in his footsteps to continue his legacy. I am proud to build on his successful career at Momentive and look forward to continuing to live up to his reputation, striving to leave my own mark at the Sistersville, WV, site.

Reducing Scope 3 Emissions

In 2024, Momentive initiated evaluations to identify an appropriate Scope 3 emissions reduction target, estimating projected emissions based on our commercial growth forecasts. We engaged with our main suppliers and stakeholders to identify and assess potential decarbonization opportunities, including several differing combinations and scenarios. Our approach included focusing on low-carbon raw materials, implementing circular economy principles, and transitioning our product development toward sustainable alternatives. We aim to reduce Scope 3 GHG emission by 25% by 2030.

We are also shifting some of our product innovation strategies toward natural-based raw materials, which offer lower carbon intensity while maintaining the high performance expected by our customers. Momentive partners with leading suppliers to both quantify product carbon footprints (PCFs) and foster supplier PCF reduction. This supports the company’s decarbonization



Waterford, New York, USA

initiatives, as well as providing PCF data to our customers, increasingly using primary scope 3 data from our suppliers. To further transparency, our GHG accounting methods are aligned with the **Together for Sustainability** (TfS) PCF Guideline for the Chemical Industry. We are implementing the TfS PCF Exchange solution, SiGreen,



to facilitate our ability to securely exchange PCF data with our suppliers and customers.

The Momentive Sustainability Framework includes a dedicated focus on enabling sustainable raw material supply for products critical to our growth strategy. This initiative integrates our decarbonization strategy throughout the business and includes consideration of lower carbon materials that are both bio and non-bio based.

In 2021 and 2022, we reported Scope 3 emissions associated with raw material purchases covering approximately 80% of our spend. In 2024, our spend coverage increased to 96%. Details of Momentive’s Scope 3 emissions and our annual CDP climate change disclosures can be reviewed [here](#).

96% COVERAGE IN 2024

Scope 3 emissions associated with raw material purchases

	2021	2022	2023	2024
SCOPE 3 PURCHASED GOODS AND SERVICES (kilo tonne CO ₂ e)	1,953	1,798	1,363	1,473
FUEL-AND-ENERGY RELATED ACTIVITIES (not included in Scope 1 or 2) (kilo tonne CO ₂ e)	—	34	31	36
UPSTREAM TRANSPORTATION AND DISTRIBUTION (kilo tonne CO ₂ e)	18	14	9	11
WASTE GENERATED IN OPERATIONS (kilo tonne CO ₂ e)	—	11	21	7
SCOPE 3 EMISSIONS FROM BUSINESS TRAVEL (kilo tonne CO ₂ e)	0.6	2.8	0.5	6.6

*Scope 3 categories 7-15 are calculated and deemed not applicable or de minimis.

ENERGY

Sustainability Framework Impact Workstreams:

- ENERGY & PROCESS EFFICIENCY
- SUSTAINABLE LOGISTICS

In 2024, 47% of our electricity came from renewable sources — a meaningful step toward our goal of reaching 50% renewable electricity by the end of 2025. Expanding the share of renewables in our energy portfolio remains a critical strategy for lowering our overall greenhouse gas emissions and advancing our climate targets.

Other milestones include:

- In 2023, we launched our decarbonization strategy to significantly reduce our emissions. To achieve reduction of our Scope 1 and 2 emissions, we have been working on various strategies to reduce the energy that we are obtaining from fossil fuel sources.
- Vision 2025 set the original target of acquiring 50% of our electricity from renewable sources, but as we approach our goal, we want to aim much higher. We have set an ambitious **goal of 100% Renewable**

Electricity with a target date of 2030. We are pursuing this aggressive target with a three-pronged strategy:

1

Onsite renewables (Solar/Wind)

2

Renewable Power Purchase Agreements

3

Renewable Energy Credits

- Due to our efforts, five of our sites now source 100% of their electricity from renewable sources: **Termoli, Itatiba, Texas City, Garrett, and Lostock.**

Our Executive Leadership has endorsed a comprehensive strategy to increase our use of renewable electricity through multiple avenues — such as on-site solar installations, long-term power purchase agreements, and the acquisition of Renewable Energy Credits. With these tools in place, we are well-positioned to meet our energy sourcing targets.

	2021	2022	2023	2024	2025 GOAL
TOTAL ENERGY USE (petajoule)	5.8	4.6	4.4	4.4	4.5
INDIRECT ENERGY USE (petajoule)	1.6	1.3	0.9	0.8	—
DIRECT ENERGY USE (petajoule)	4.2	3.2	3.5	3.6	—
RENEWABLE ELECTRICITY (%)	18%	22%	35%	47%	50%
<i>Calculated Numbers</i>					
ENERGY INTENSITY (megajoule/kg)	6.3	5.1	8.2	7.5	—
INDIRECT ENERGY INTENSITY (megajoule/kg)	1.7	1.8	1.7	1.4	—
DIRECT ENERGY INTENSITY (megajoule/kg)	4.6	4.5	6.6	6.1	—



DIVERSIFYING OUR RENEWABLE ENERGY SOURCES

Momentive facilities in Nantong and Abingdon have installed behind-the-meter solar panels, generating clean electricity directly for site operations.

Looking ahead, we have conducted feasibility studies at multiple sites, including Waterford, Niskayuna, Sistersville, and Texas City, to evaluate the potential for additional solar energy installations. These projects align with our broader sustainability strategy, supporting energy cost savings and long-term carbon reduction goals.

Our procurement team is actively engaging with current utility providers to assess viable power purchase agreement (PPA) opportunities. Unlike conventional energy contracts, PPAs often require longer-term commitments, introducing financial and contractual risks that must be carefully evaluated. Despite these challenges, PPAs can offer significant benefits, including price stability, reduced carbon footprint, and direct support for renewable energy projects.

Termoli, Itatiba, Lostock, and Leverkusen are among our sites that have PPAs to receive electricity directly from the grid from renewable sources. Momentive will continue to explore other similar opportunities, balancing risk management with the need for long-term sustainability and energy security.

Renewable Energy Certificates (RECs) represent the environmental benefit of generating one megawatt-hour (MWh) of renewable electricity. Each REC proves that renewable energy was produced and delivered to the grid. By purchasing and retiring RECs, companies can claim these environmental benefits, mitigate their energy consumption’s impact, and support clean energy generation. Momentive is currently using RECs as a bridge strategy to fulfill our commitment to reduce Scope 2 emissions while meeting our energy needs.

INTERNAL ENERGY AUDIT TO STRATEGICALLY PLAN THE FUTURE



Leverkusen, Germany

Taking a holistic approach is key to remaining profitable and customer-oriented while also advancing sustainability goals. For example, the Operations team at our Leverkusen, Germany, site conducted an energy audit to combine energy management with sustainability, determining what needed to be done strategically to be properly positioned for the coming years.

Leverkusen’s Operations team also partnered with external consultants with extensive knowledge of energy conservation and decarbonization to determine what was needed to remain profitable and reduce the site’s energy consumption and greenhouse gas emissions. They then developed an energy strategy using innovative technologies such as heat pumps, clean energy procurement, and creative thinking across energy sectors. A comprehensive list of energy reduction projects is now part of the site’s 5-year plan.

WASTE

Sustainability Framework Impact Workstreams:

RECYCLING CAPABILITIES

ENERGY & PROCESS EFFICIENCY

Waste generation at Momentive arises from both core manufacturing operations and ancillary functions such as laboratory and administrative activities. We systematically monitor and report hazardous and non-hazardous waste that are not subject to recycling or recovery processes. In 2024, total waste generation declined to 54 kilotons — a marked improvement from the 2019 baseline of 102 kilotons — exceeding our 2025 reduction target ahead of schedule. Waste intensity, defined as waste generated per kilogram of product output, also showed a notable decline, improving to 0.09 in 2024 from a baseline of 0.12 in 2019.

These reductions have been achieved in part through targeted initiatives, including the implementation of solvent recovery systems and process efficiency enhancements. Momentive’s Continuous Improvement and Quality organizations, working closely with manufacturing, logistics, and site-level quality teams, have deployed coordinated strategies aimed at advancing material utilization efficiency.

SITE COMPOSTING TOWARD ZERO LANDFILL WASTE

Itatiba, Brazil

At the company’s Itatiba site, efforts are underway to reduce waste and recycle materials. Wooden pallets are reused and food and gardening waste is recycled. This year, over 8 MT of food waste will be recycled internally instead of going to the landfill. In addition, organic fertilizer will be reused for gardening activities. Through its Zero Landfill initiative, Momentive Itatiba is looking to reduce 8.5 MT/year of CO₂e.



Niskayuna, New York, USA

For the third year, our Niskayuna team joined the PTNY Canal Clean Sweep. Over a dozen employees cleared two miles of the Mohawk Hudson Bikeway Trail, collecting 20 bags of debris.

	2021	2022	2023	2024	2025 GOAL
TOTAL WASTE (kilo metric tonne)	92	72	67	54	76
HAZARDOUS WASTE (kilo metric tonne)	68	58	40	38	—
NON-HAZARDOUS WASTE (kilo metric tonne)	24	13	27	16	—
WASTE TO BENEFICIAL USE (%)	46%	40%	52%	44%	—
<i>Calculated Numbers</i>					
WASTE INTENSITY (kg waste/kg product)	0.10	0.10	0.12	0.09	—

MOMENTIVE’S COMMITMENT TO RECYCLING AND SUSTAINABLE PACKAGING

At Momentive, we recognize that building a sustainable future requires bold action and accountability across our operations and value chain. Aligned with our corporate Sustainability Framework, we are embedding circular economy principles into our business by expanding recycling initiatives, reducing waste, and exploring sustainable packaging solutions.

Our recycling strategy includes mechanical recycling of plastic packaging, chemical recycling of silicone-containing materials, and recovery of solvents from production processes. In 2024, our Waterford, New York, site achieved significant financial and environmental

footprint savings by boosting circularity in our MQ Resin process — recycling more of the Body Kettle Overhead stream, a solvent mixture previously partially discarded. We have established systems to reclaim spent solvents for reuse, reducing both hazardous waste generation and virgin solvent demand.

In addition, we are exploring chemical recycling technologies to break down complex silicones into reusable monomers, extending material lifecycles while minimizing landfill disposal. Across our global operations, we are piloting and scaling innovative solutions to reduce virgin plastic use and carbon emissions. Since May 2023, our Waterford site has increased recycling rates by up to 15% in key production units, reducing waste and material

15% INCREASED

recycling rates across 3 production units since 2023

costs. We’re targeting full reuse of this stream using EVOP (Evolutionary Operation), ensuring product quality while advancing sustainability.

Through initiatives like solvent recovery, chemical recycling, and sustainable packaging, Momentive is reducing our environmental footprint while supporting customers in achieving their sustainability goals.

SUSTAINABLE SOLUTION PACKAGING

📍 Nantong, China

Momentive recently unveiled our new **HDPE Drum**, a next-generation packaging solution incorporating 30% post-consumer recycled material in its structure. Developed collaboratively by our Nantong, China, site team and global partners, the HDPE Drum demonstrates how innovation and sustainability can go hand in hand. By using recycled high-density polyethylene, the HDPE Drum reduces CO₂ emissions by approximately **36 metric tons annually** compared to packaging made entirely from virgin material. Rigorous testing — including compatibility, logistics, and durability assessments — ensures the recycled-content drums meet both regulatory and customer quality requirements.

30% POST-CONSUMER RECYCLED MATERIAL



WATER

Sustainability Framework Impact Workstreams:

- RECYCLING CAPABILITIES
- ENERGY & PROCESS EFFICIENCY

Water used in our product formulations accounts for less than 10% of our total water consumption. Water management remains a key priority as we assess its use in other manufacturing processes including cooling systems. A portion of the cooling water is lost through evaporation, while the remainder is treated and returned to local watersheds. For certain materials in our manufacturing process, a significant amount of water is generated, which is collected and either discharged or disposed of in compliance with applicable laws and regulations.

Momentive sources water from a variety of locations, including surface water, groundwater, municipal water supplies (drinking water), and commercial water sources for drinking and industrial use. The quality of both our intake and discharge water is closely monitored by Momentive’s Quality and Environmental, Health and

Safety teams. We treat water to meet quality standards for both use and responsible return to the environment. Additionally, our Research & Development team works to identify and utilize less harmful raw materials in our manufacturing processes to reduce the environmental impact of water discharges from our operations.



Bangalore, India

Water used in our product formulations accounts for

<10% TOTAL WATER CONSUMPTION

	2021	2022	2023	2024	2025 GOAL
TOTAL WATER WITHDRAWN (million cubic meter)	32.3	30.9	26.5	26.8	28.7
WATER SOURCED FROM REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS (thousand m ³)	201	175	184	165	—
<i>Calculated Numbers</i>					
WATER WITHDRAWN INTENSITY (cubic meter/metric ton)	36.2	42.5	48	46	—

CELEBRATING LOCAL SITES' IMPACT ON WATER AND GHG EMISSION GOALS

Nantong, China | Garrett, Indiana, USA

We are pursuing various strategies to reduce water discharge without disrupting production, including optimizing wastewater treatment plant (WWTP) operations and increasing chloride concentration.

The Momentive Nantong site has implemented policies that have led to significant reductions in water usage and GHG emissions. Specifically, the facility's WWTP now uses 20% less water, conserving 24,000m³ of water and providing significant monetary savings. It also consumes 28% less natural gas, supporting the site's sustainability objectives and the company's broader 2025 Global Sustainability Target.

Our facility in Garrett, Indiana, uses water vacuum pumps to de-volatilize hot base materials. Water use at the plant has been significant: nearly 4 million gallons were used in 2023 alone, averaging four gallons per minute of water usage. Recently, the site installed a water reservoir with turnover and treatment to re-use vacuum water, resulting in 2 million gallons of water saved per year. The new process paid for itself in one year.



Nantong, China

20%

less water use in treatment process

28%

less natural gas used



Garrett, Indiana, USA

In 2024, we beat our 2025 goal for water consumption as we continuously seek opportunities to reduce our use of this precious resource. For instance, since 2016, significant process improvements at our Leverkusen site have led to a 63% reduction in water usage. Several of our manufacturing facilities are located in areas with high water stress, making efficient water management a top priority for us. Water-related risks are integrated into our company-wide biennial risk assessments. A thorough understanding of these risks plays a key role in shaping our strategies to minimize the consumption of natural resources in our production processes.

In addition to our own efforts, we are engaging stakeholders across our value chain to identify and address water risks. In 2022, Momentive introduced a supplier questionnaire for new suppliers to disclose their water usage and associated risks. Additionally, we completed the World Resources Institute's Aqueduct assessment for sites in high-risk water areas, and the insights from this review are helping to shape our strategy for sustainable water management going forward.



WORLD RESOURCES INSTITUTE

BUILDING A MORE RESILIENT AND SUSTAINABLE SUPPLY CHAIN

Sustainability Framework Impact Workstreams:

➤ SUSTAINABLE LOGISTICS

➤ GREEN RAW MATERIALS

➤ SUSTAINABLE APPLICATIONS

In today's rapidly evolving global landscape, the resilience and sustainability of our supply chains are paramount. By incorporating sustainability into supply chain practices, and in accordance with our [Sustainable Procurement Policy](#), we can reduce long-term risks for the company.

This includes regularly assessing and developing mitigation strategies for potential environmental and social risks and preparing our supply chains for disruption scenarios. As described in our Climate section, a priority focus for us is to reduce Scope 3 GHG emissions in our Supply Chain. This approach reduces negative impact and promotes long-term viability, mitigating risks associated with environmental regulations and resource scarcity. It also helps reduce long-term social risks through measures to promote fair labor practices, improve working conditions, and foster community well-being.

A Socially Responsible Supply Chain

An integral part of Momentive's Social Responsibility framework is the company's [Code of Conduct for Suppliers and Third Parties \(SCC\)](#). We expect our Suppliers to have policies and procedures in place to abide by our SCC and business ethical principles, which are based on the Organization for Economic Co-operation and Development (OECD) guidelines for multinational companies. Our new contracts include specific references to the SCC.

When evaluating ESG risks and opportunities within our global supply chain, we consider multiple factors. Specifically, in the context of silicon metal, our primary ingredient, we conduct assessments to identify potential risks and opportunities associated with its procurement. We also value employee diversity and expect our external business partners to act similarly by maintaining policies that encourage workplace respect and dignity. Third Parties are expected to remain receptive to diverse opinions and foster an ethical and inclusive culture.

Momentive is fully committed to combat any kind of human rights infringement in its supply chains and has conducted risk assessments on targeted raw materials and intermediates purchased on a global basis. We take our risk mitigation management in this area very seriously, including terminating business relationships when necessary.

As part of our layered risk-based programs, we are partnering with our suppliers and Trade Compliance teams to prioritize adherence to social governance aspects of our

STEEL DRUM ALTERNATIVE

📍 Waterford, New York, USA | Sistersville, West Virginia, USA

Cross-functional teams from our sites in Waterford, New York and Sistersville, West Virginia, United States are actively aligning operations and strategy to implement their new **HDPE Drum Project**, to provide an efficient alternative to traditional carbon intensive steel drums. With a targeted annual GHG reduction of approximately 3,150 MTCO₂e and significant productivity gains, the project introduces the innovative packaging solution of rust-proof, dent-resistant drums that are 50% lighter and ergonomically superior.

SCC. Based on our risk profile, this specifically relates to forced labor actions. We also have developed advanced material tracing tools and standards that are implemented globally and shared with our key suppliers.

In addition to internal and external risk analyses, Momentive provides training for our employees and suppliers to raise awareness of potential human rights issues in the supply chain.

Employees can report integrity concerns through appropriate channels, including their direct managers, the Legal Department, local Human Resources, local or regional Ombuds personnel, and the EthicsPoint hotline, website and mobile resource, all of which are supported by a strict non-retaliation policy.

Supplier Collaboration Supports Supply Chain Sustainability

We aim to integrate sustainability into every aspect of our procurement processes, ensuring that our suppliers align with our values and goals. We also participate in collaborative initiatives like Together for Sustainability (TfS) and EcoVadis, which provide frameworks and benchmarks for sustainable practices and facilitate our partnerships with suppliers.

To help us with supplier collaboration, we leverage frameworks such as our membership in the TfS initiative, conducting regular sustainability evaluations and audits. Based on risk evaluation, we conduct audits of raw material and logistics supplier sites to TfS sustainability audit standards. In addition, Momentive works with EcoVadis and accepts EcoVadis assessments from our suppliers as part of our Supplier CSR Assessments strategy. We utilize the EcoVadis ratings platform to manage assessment and response to the sustainability performance of our suppliers.

Building a resilient and sustainable supply chain is a continuous journey that requires dedication, collaboration, and innovation. By integrating sustainability into our supply chain processes, we continue to make a long-term environmental and societal impact while pursuing a successful future for our business.

ecovadis



TRANSPORTING MATERIALS RESPONSIBLY

While our decarbonization strategy is largely focused on purchased goods and materials, there are important opportunities for us to decarbonize the transportation and distribution activities in our value stream as well.

For example, we switched one of our suppliers from purchasing bags to bulk reusable containers, which eliminated a significant transloading step. In both these cases, we have seen a reduction in packaging waste as well as transport emissions. We also moved a supplier from indirect to direct air shipment, resulting in GHG emissions savings of 30 kgCO₂e.

Part of our strategy for resilience is the prioritization of in-region purchasing. For example, we established dual sourcing for a key raw material by adding a domestic supplier. This modification reduced transportation by approximately 14,000 trip miles, resulting in an annual GHG emissions savings of 145 MTCO₂e.

Implementing a dual source supply for raw material resulted in an annual savings of

145 MTCO₂e GHG EMISSIONS



ecovadis

Momentive has once again demonstrated our commitment to excellence in sustainability by earning a Silver Medal in 2024 from EcoVadis, a global platform that provides sustainability ratings and assessments for businesses. With an overall score of 70, Momentive is in the top 15% of companies assessed globally. We rank in the 91st percentile, in addition to maintaining our position as a Leader in Carbon Management Level — the highest level of recognition in this area.

In 2023, EcoVadis awarded Momentive a Gold Medal with a score of 72. The slight reduction in our overall score in 2024 is mainly due to a lower rating in the Ethics section of our submissions. According to EcoVadis, there is room for us to enhance the transparency of the data submitted concerning the Key Performance Indicators (KPIs) used to track and manage our global Integrity Program.

We have already implemented steps to incorporate this feedback and are now presenting our existing KPIs with greater transparency in our internal communications and management reviews.



RESOURCE EFFICIENCY FOR A CIRCULAR ECONOMY

Sustainability Framework Impact Workstreams:

♻️ RECYCLING CAPABILITIES

🌱 GREEN RAW MATERIALS

At Momentive, we know the benefits of the circular economy. We have prioritized recycling and reusing materials, reducing waste and conserving resources. These practices facilitate the creation of a more self-sustaining supply chain and make us more resilient and successful as a company.

Partnerships are a critical aspect of the circular economy and can often result in a “win-win” for all parties involved. For example, we are partnering with one of our peers to use a by-product from one of their processes to create new Momentive finished goods grades, allowing our company to enter new markets while also supporting our peer organization through re-use of a waste stream.

We are looking for other re-use and recycling opportunities in the waste hierarchy as well. These include post-consumer recycled content as well as regenerated waste-activated carbon. This waste, which had previously been incinerated and disposed of, is now being regenerated by the original manufacturer.

Together, we are building a more sustainable future — driving innovation, embracing responsibility, and empowering our people and partners to make a lasting positive impact on our communities and our planet. From ideas to impact, we are enabling **Solutions for a Sustainable World™**.



Data & Disclosures



GRI INDEX

This table covers the Global Reporting Initiative (GRI) Sustainability Reporting Standards and Disclosures found in our 2024 Sustainability Report and on our company [website](#).

STATEMENT OF USE	Momentive Performance Materials (Inc.) Group has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024
GRI UNIVERSAL STANDARD	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
	2-1 Organizational details	pp 1, 2, 3, 4
	2-2 Entities included in the organization’s sustainability reporting	pp 5
	2-3 Reporting period, frequency and contact point	2024, biennial, sustainability@momentive.com

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
	2-5 External assurance	Assurance Statement
	2-6 Activities, value chain and other business relationships	pp 1 , 2 , 14 , 66
	2-7 Employees	pp 1 , 18 , 19 , 20
	2-9 Governance structure and composition	pp 6
	2-10 Nomination and selection of the highest governance body	pp 6
	2-11 Chair of the highest governance body	pp 6
	2-12 Role of the highest governance body in overseeing the management of impacts	pp 6
	2-13 Delegation of responsibility for managing impacts	pp 6
	2-14 Role of the highest governance body in sustainability reporting	pp 6
	2-15 Conflicts of interest	pp 7 , 8
	2-16 Communication of critical concerns	pp 7 , 8
	2-17 Collective knowledge of the highest governance body	pp 7 , 8

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
	2-18 Evaluation of the performance of the highest governance body	pp 6
	2-19 Remuneration policies	pp 6
	2-20 Process to determine remuneration	pp 6
	2-22 Statement on sustainable development strategy	pp 9-13 , 36 , 40
	2-23 Policy commitments	pp 7 , 8
	2-24 Embedding policy commitments	pp 7 , 8 , 10-12
	2-25 Processes to remediate negative impacts	pp 37 , 39 , 46 , 59 , 66 , 67
	2-26 Mechanisms for seeking advice and raising concerns	pp 7
	2-27 Compliance with laws and regulations	pp 7 , 8 , 38 , 39
	2-28 Membership associations	pp 14
	2-29 Approach to stakeholder engagement	pp 14 , 18-20 , 35 , 36 , 55 , 66
	2-30 Collective bargaining agreements	pp 6 , 7

GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
	3-1 Process to determine material topics	ESG Summary
	3-2 List of material topics	ESG Summary
ECONOMIC PERFORMANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	pp 3-4 , 6 , 35-36
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	pp 1-2
PROCUREMENT PRACTICES		
GRI 3: Material Topics 2021	3-3 Management of material topics	pp 66-67
ANTI-CORRUPTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	pp 6-8
	205-2 Communication and training about anti-corruption policies and procedures	pp 7-8

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
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MATERIALS

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 9-11 , 55
	301-2 Recycled input materials used	pp 55 , 62
	301-3 Reclaimed products and their packaging materials	pp 2 , 10-13 , 60

ENERGY

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 60
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp 64-65

WATER AND EFFLUENTS

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 64
	303-3 Water withdrawal	pp 64

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
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EMISSIONS

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 10-13 , 56
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp 58
	305-2 Energy indirect (Scope 2) GHG emissions	pp 58
	305-3 Other indirect (Scope 3) GHG emissions	pp 59
	305-4 GHG emissions intensity	pp 58
	305-5 Reduction of GHG emissions	pp 12-13

WASTE

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 9-13 , 62-63
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	pp 62
	306-3 Waste generated	pp 62
	306-4 Waste diverted from disposal	pp 62
	306-5 Waste directed to disposal	pp 62

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
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SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 66-67
GRI 306: Waste 2020	308-1 New suppliers that were screened using environmental criteria	pp 67
	308-2 Negative environmental impacts in the supply chain and actions taken	pp 66-67

OCCUPATIONAL HEALTH AND SAFETY

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 21-22
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pp 21-22, 38
	403-2 Hazard identification, risk assessment, and incident investigation	pp 21-22
	403-3 Occupational health services	pp 21-22
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp 21-22
	403-5 Worker training on occupational health and safety	pp 21-22
	403-6 Promotion of worker health	pp 21-22
	403-8 Workers covered by an occupational health and safety management system	pp 21-22
	403-9 Work-related injuries	pp 22

GRI STANDARD	DISCLOSURE	LOCATIONS & NOTES
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DIVERSITY AND EQUAL OPPORTUNITY

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp 19-20 , 25-28

CUSTOMER HEALTH AND SAFETY

GRI 3: Material Topics 2021	3-3 Management of material topics	pp 38-39
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	pp 38-39



UNITED NATIONS GLOBAL COMPACT

2024 Communication on Progress

Momentive Performance Materials Inc. became a signatory of the UN Global Compact (UNGC) in 2020. This is our fourth Communication on Progress indicating our activities and management systems in support of the UNGC principles. This document summarizes the policies, procedures, and activities that Momentive has implemented or undertaken in the four issue areas set forth in the UNGC.

TOPIC	UNGC PRINCIPLE	MOMENTIVE'S INITIATIVES TO SUPPORT UNGC PRINCIPLES		
HUMAN RIGHTS	PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> • Code of Conduct • ESG Commitment 	<ul style="list-style-type: none"> • Supplier Code of Conduct • Statement on Slavery and Human Trafficking 	<ul style="list-style-type: none"> • Policy Statement on Responsible Sourcing of Minerals • Sustainable Procurement Policy
	PRINCIPLE 2: Make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none"> • Code of Conduct 	<ul style="list-style-type: none"> • Statement on Slavery and Human Trafficking 	<ul style="list-style-type: none"> • Sustainable Procurement Policy
LABOR	PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> • Code of Conduct 	<ul style="list-style-type: none"> • Employee Value Proposition (EVP) 	

TOPIC	UNGC PRINCIPLE	MOMENTIVE'S INITIATIVES TO SUPPORT UNGC PRINCIPLES		
LABOR	PRINCIPLE 4: The elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> • Code of Conduct 	<ul style="list-style-type: none"> • Statement on Slavery and Human Trafficking 	<ul style="list-style-type: none"> • Supplier Code of Conduct • Policy Statement on Responsible Sourcing of Minerals
	PRINCIPLE 5: The effective abolition of child labour	<ul style="list-style-type: none"> • Statement on Slavery and Human Trafficking 	<ul style="list-style-type: none"> • Supplier Code of Conduct 	
	PRINCIPLE 6: The elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> • Equal Employment Opportunity 	<ul style="list-style-type: none"> • Diversity, Inclusion and Belonging – Building a More Inclusive Future 	
ENVIRONMENT	PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> • CDP Climate Change 	<ul style="list-style-type: none"> • Evolving Our Technological Ecosystem to Support Customer Innovation • Responsible Product Stewardship 	<ul style="list-style-type: none"> • Adherence to Stringent Regulatory Framework
	PRINCIPLE 8: Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> • Product Stewardship Programs 	<ul style="list-style-type: none"> • Corporate Responsibility • Our Decarbonization Commitment 	<ul style="list-style-type: none"> • CDP Disclosure
	PRINCIPLE 9: Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> • Evolving Our Technological Ecosystem to Support Customer Innovation 	<ul style="list-style-type: none"> • UNSDG Alignment • Our Products 	
ANTI-CORRUPTION	PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> • Code of Conduct 	<ul style="list-style-type: none"> • Several internal policies (Anti-bribery, Anti-trust, Gifts and entertainment, Conflict of interest policies, p28) 	

ESG SUMMARY DATA



Welcome to Momentive’s 2024 ESG Summary Report. This comprehensive overview showcases our progress across key Environmental, Social, and Governance metrics. We’re committed to creating lasting value for stakeholders while minimizing our environmental impact, championing workplace diversity and inclusion, and upholding robust governance practices. Join us on our sustainability journey.

Sustainability Report

TOPIC	METRIC
SUSTAINABILITY REPORTS	2022 Sustainability Report ESG Commitment CDP Responses

General

TOPIC	METRIC	2021	2022	2023	2024
COMPANY	Total Employees	5,016	5,074	5,016	5,114
	Net Sales (millions)	2,680	2,900	2,300	—
	Number of Manufacturing Sites	15	15	17	17

Our Planet


TOPIC	METRIC	2021	2022	2023	2024
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ENVIRONMENTAL

GENERAL ENVIRONMENT	ISO 14001 Certified Sites – #(%)	50%	60%	60%	60%
	Environmental Management Policy	Safety and Sustainability Policy			
EMISSIONS AND CLIMATE CHANGE	Scope 1 (Direct CO ₂) GHG Emissions (tons CO ₂ e)*	237,000	183,000	183,000	188,000
	Scope 2 (Indirect CO ₂) Market Based GHG Emissions (tons CO ₂ e)*	167,000	149,000	97,000	68,000
	Scope 2 (Indirect CO ₂) Location Based GHG Emissions (tons CO ₂ e)*	—	—	133,000	118,000
	Total CO ₂ Emissions, Scope 1 & 2 (tons CO ₂ e)*	404,000	331,000	280,000	256,000
	Emission Intensity (kgCO ₂ e/kg)	0.45	0.45	0.52	0.44

*Assured by Bureau Veritas.

Our Planet

TOPIC	METRIC	2021	2022	2023	2024
EMISSIONS AND CLIMATE CHANGE	Scope 3 Purchased Goods and Services (kilo tonne CO ₂ e)*	1,953	1,798	1,363	1,473
	Fuel-and-energy related activities (not included in Scope 1 or 2) (kilo tonne CO ₂ e)	—	34	31	36
	Upstream Transportation and Distribution (kilo tonne CO ₂ e)	18	14	9	11
	Waste Generated in Operations (kilo tonne CO ₂ e)	—	11	21	7
	Scope 3 Emissions from Business Travel (kilo tonne CO ₂ e)*	0.6	2.8	0.5	6.6
	Environmental Goals	 <p>Reducing our impact through operational excellence in our sites and supply chain. Reducing greenhouse gas, energy and waste by 25%. Obtaining 50% of electricity from renewables. Reducing water consumption by 10%.** Achieving a Platinum EcoVadis supply chain score by 2025.</p>			
	SOx Emissions (pounds), US data	2,042	1,402	925	934.5
	NOx Emissions (pounds), US data	261,200	191,308	171,846	183,219
	Sustainability Policies	Momentive's Sustainability Policies and Expectations			
	CDP Climate Change Disclosure	Momentive CDP Responses			
CDP Climate Change Score/Supplier Engagement Rating	C	C / A-	D / B	B / A-	

*Assured by Bureau Veritas.

**2025 Sustainability goals are using 2019 as the baseline year.

Our Planet

TOPIC	METRIC	2021	2022	2023	2024
ENERGY	Total Direct Energy Consumption (Scope 1) (million Gigajoules)*	4.21	3.24	3.51	3.56
	Total Indirect Energy Consumption (Scope 2) (million Gigajoules)*	1.56	1.34	0.89	0.82
	Total Energy Consumption (million Gigajoules)*	5.77	4.58	4.4	4.38
	Total Direct Energy Intensity (Scope 1) (Gigajoules/metric tons produced)	4.55	4.45	6.57	6.11
	Total Indirect Energy Intensity (Scope 2) (Gigajoules/metric tons produced)	1.73	1.84	1.67	1.41
	Total Energy Intensity (gigajoules/metric tons produced)	6.28	5.12	8.24	7.51
RENEWABLE ENERGY	Renewable Electricity (thousand Gigajoules)*	218	231	312	383
	Renewable Electricity Percent of Total Electricity*	18%	22%	35%	47%
	Renewable Energy Goal	50% electricity from renewable sources by 2025			

*Assured by Bureau Veritas.

Our Planet

TOPIC	METRIC	2021	2022	2023	2024
WATER	Water Withdrawn (thousand m ³)*	32,300	30,900	26,500	26,800
	Water Intensity (m ³ /metric ton production)	0.036	0.042	0.048	0.046
	Water sourced from regions with high or extremely high baseline water stress (thousand m ³)	201	175	184	165
	CDP Water Disclosure	CDP Water Response			
	CDP Water Score	B-	C	B-	B
WASTE	Waste Generated (metric ton)*	91,500	71,500	67,000	53,500
	Waste Intensity (kg waste/kg production)	0.1	0.1	0.12	0.09
	Hazardous Waste (metric ton)	68,000	58,000	40,000	37,500
	Non-hazardous Waste (metric ton)	24,000	13,000	27,000	16,000
	Waste to Beneficial Use (%)	46	40	52	44.00
	Waste Reduction Goal	25% reduction in waste by 2025 (2019 baseline)			

*Assured by Bureau Veritas.

Our People

TOPIC	METRIC	2021	2022	2023	2024
SOCIAL					
WORKFORCE	Women in Workforce	18.5%	19.4%	19.9%	20.7%
	Women in Management	17.9%	19.0%	19.8%	20.5%
OCCUPATIONAL HEALTH AND SAFETY	Occupational Injury and Illness rate ¹	0.47	0.50	0.21	0.35
	Number of significant occupational safety incidents ²	0	0	0	0
	Number of fire, process safety or environmental incidents ³	8	17	12	5
	Accident frequency rate ⁴	0.47	0.50	0.21	0.35
	Accident severity rate ⁵	0.18	0.25	0.11	0.18
	Sites covered by employee health and safety risk assessment ⁶	100%	100%	100%	100%
	ISO 45001/OHSAS 18001 certified manufacturing sites ⁷	16%	16%	16%	16%
	Health and Safety Policy	Safety and Sustainability Policy			
HUMAN RIGHTS	Human Rights Policy	Employee Code of Conduct		Human Trafficking Statement	

¹Safety - Standard OSHA rate definition applies.

²Safety - Significant incidents as defined in MS15 – Incident Management Standard for legacy Momentive sites worldwide (i.e., fatality or amputation).

³Safety - Total of Major incidents as defined in MS15 – Incident Management Standard for legacy Momentive sites worldwide.

⁴Safety - Standard OSHA rate definition for legacy Momentive sites worldwide.

⁵Safety - Industry standard Day Away from Work rate for legacy Momentive sites worldwide.

⁶Safety - Legacy Momentive Manufacturing sites as defined in MS-SAF01 – Safety Risk Assessment Standard worldwide.

⁷Safety - % of Legacy Momentive Manufacturing sites certified to ISO 45001/OSHA 18001 worldwide.

Our Products

TOPIC	METRIC	2021	2022	2023	2024
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PRODUCTS

SUSTAINABLE INNOVATION¹	R&D expenses (R&D cost to sales)	2.9%	2.9%	2.9%	3.8%
	Sustainability improved new product sales	79%	79%	79%	79%

SUPPLY CHAIN

	Supplier Guidelines/Code of Conduct	<u>Supplier Code of Conduct</u>			
SUPPLY CHAIN²	Training rate of commodity managers on sustainable procurement	100%	100%	100%	100%
	New contracts with targeted suppliers include references to our Supplier Code of Conduct	100%	100%	100%	100%
	Assessment (EcoVadis) of targeted suppliers for CSR risks	30%	45%	89%	92%
	Scope 3 Purchased Goods and Services (kilo tonne CO ₂ e)*	1,953	1,798	1,363	1,473

¹Sustainable Innovation - Information provided is for Legacy Momentive and does not include Legacy KCC.

²For Supply Chain Scope 3 Category 1 metrics see Emissions and Climate Change section.

*Assured by Bureau Veritas.

Governance

TOPIC	METRIC	2021	2022	2023	2024
ETHICS	Business Ethics Policy			Code of Conduct	
BOARD OF DIRECTORS	Size of the Board	7	7	7	7
GOVERNANCE	Total Executives	11	10	9	8
	Female Executives - #(%)	2	2	2	2
	Sustainability Disclosures Independently Verified/Assured	Yes	Yes	Yes	Yes
	UN Global Compact Signatory	Yes	Yes	Yes	Yes



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