



ENPRO

2023 Sustainability Report



Letter from Eric A. Vaillancourt, President and CEO

By transforming Enpro into a focused industrial technology leader, we have fundamentally improved our foundation for growth. Underpinning the transformation and multi-faceted strategy for profitable growth are our enduring core values of Safety, Excellence, and Respect.

Our culture and way of working are vibrant and unique—and in many ways, even before the sustainability movement gained momentum—our people have tirelessly sought out to do the right thing for each other, our customers, our communities, the environment, and our financial stakeholders.

At Enpro, we are Empowering Technology with Purpose. Our enduring products and solutions have important significance in our day-to-day lives. We deliver a suite of leading-edge solutions that make advanced semiconductor manufacturing more efficient, improve safety on our roads, enable process industries to prevent operations from harming the environment, design critical applications that generate nuclear and renewable energy, innovate optical solutions for leading-edge healthcare and DNA sequencing applications, and provide critical solutions for space exploration, satellite launch vehicles and commercial and defense aircraft. These are just examples of how our many solutions drive our world forward.

Our technological capabilities, applied engineering talent, and process knowledge focus on solving our customers' most challenging problems, with a focus on aftermarket or recurring revenue components across a variety of applications that drive maintenance, repair and operation of valuable customer assets. Looking forward, we will continue investing in our future based on strategic road maps that we have developed for our businesses. As we grow, we will remain focused on being good stewards of our investors' capital and providing our agile, diligent and imaginative colleagues with the development necessary to encourage career satisfaction and personal advancement while propelling each of their purposes. The safety of our communities and our environment has always been a focus, and we are finding ways every day to reduce our footprints, improve our communities, and become more efficient.

In our 2023 Sustainability Report, we highlight our efforts over the last two years to further our sustainability efforts.

We have been careful not to make promises we cannot keep and have taken a realistic approach to our sustainability efforts. Enpro is well-positioned as our environmental, social and governance agendas evolve, as evidenced by our recent MSCI upgrade to AA earlier this year.

Enpro is dedicated to maintaining a physically and psychologically safe environment for colleagues and customers. We celebrate diversity of experience as a critical driver of the innovation and excellence that distinguish us. We value the development of our team members, encouraging growth, skills transfer, and advancement for individuals, teams, and communities.

We hope you appreciate our 2023 Sustainability Report and look forward to updating you all in the future on these efforts as they continue to permeate our great organization. As we look forward, there is no better time to be a part of Enpro.

Thank you,

Eric A. Vaillancourt



Our Company

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

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

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

At Enpro, we apply the core values upon which the company was founded over 20 years ago to our collective efforts today: Safety, Excellence, and Respect. We see the pursuits of financial performance, human development, and stewardship of the environment as inextricably linked, with no one factor more important than the other. We develop as we work toward excellence and our pursuit of excellence drives our performance.

Over the last four years, Enpro has transformed its portfolio by exiting or divesting cyclical and capital-intensive businesses that no longer fit our strategy. The divestitures completed since 2019 have reduced both our carbon footprint and resource intensity. This transformation has optimized our portfolio to focus on our strengths and creates the opportunity for our enterprise to prosper long into the future.

ENPRO AT A GLANCE

Sealing Technologies: *Safeguarding Critical Environments*

- Garlock, Stemco and Technetics

Advanced Surface Technologies: *Precision Products and Solutions for the Leading Edge*

- NxEdge, Technetics Semi, LeanTeq and Alluxa



Company Overview



Headquarters: Charlotte, NC



Principal Manufacturing and Service Facilities



Global Employees: ~3,500

Approximate Annual Revenue Contribution

Sales by End-Market



- Semiconductor 35%
- General Industrial 30%
- Commercial Vehicle 18%
- Food & Pharma 7%
- Power Generation 5%
- Aerospace 5%

Sales By Channel



- Aftermarket 53%
- OE 47%

Sales By Geography



- North America 70%
- Asia Pacific & RoW 17%
- Europe 13%

Strong Aftermarket Position Across Both Segments with Critical Products and Solutions



MANAGEMENT OF SUSTAINABILITY AT ENPRO

All Enpro colleagues play an important part in the implementation of our sustainability initiatives. In 2022, our Board of Directors put sustainability in the forefront with the formation of a Sustainability Committee. This committee is charged with supporting the company’s ongoing commitment to environmental stewardship, physical and psychological health and safety, corporate social responsibility, governance, and sustainability. Composed of senior management members, including Enpro’s directors of sustainability, investor relations and corporate compliance, as well as human relations and operational leaders, the Sustainability Committee reports directly to the Board of Directors and updates the Board at every quarterly Board meeting.

Our Sustainability Committee charter is located on our [website](#).

Our sustainability advances emerge from enabling our colleagues across the company to find collaborative ways to set and achieve our sustainability objectives, even as the landscape continues to evolve. We incorporate a variety of environmental protection and stewardship efforts into the enterprise’s risk management and decision-making frameworks.

SUSTAINABILITY PRIORITIES

This year, we will build on our already strong foundation and accelerate efforts to advance our sustainability priorities through five key initiatives. These 5 pillars drive our sustainability strategy forward through a cumulative, on-going process that instills a focus on sustainability-related topics throughout our organization as decisions are made.

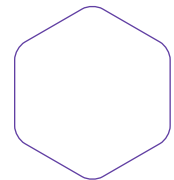
1. Advance sustainability topics in Enpro’s **Risk Management Framework**
2. Act upon Enpro’s **Climate Action Plan** with firmwide participation
3. Further efforts on **Diversity, Equity, Inclusion & Belonging**
4. Continue enterprise-wide **Safety & Sustainability training** with enhanced communication and reporting
5. Cultivate sustainability considerations in **Product and Life Cycle Management**

Progress Made:

- Established a **Sustainability Committee** composed of senior management members that reports directly to the Board of Directors
- Provided **Diversity, Inclusion, Professional Development and Health & Safety Training** for our colleagues
- Supported **Communities** with a variety of **Volunteer & Outreach** Programs
- Implemented a **GHG Reduction Goal** with new software collecting Energy Usage Data and calculating GHG Emissions firmwide
- Continued **Ethical Business and Risk Assessment Training** enterprise-wide
- Conducted an **ISO 27001** Gap Analysis
- Ranked entire **Supplier Base** for **Sustainability** strengths and areas for improvement

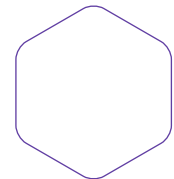
Core Values

Safety, Excellence, and Respect are Enpro’s foundational core values. We encourage and expect our employees to develop ideas that improve our processes and product quality, make our workplace and the world safer, and reduce our environmental impact. By actively encouraging our employees to improve themselves and the world around them, we can drive transformational change within our business and for our customers, communities, and the environment.



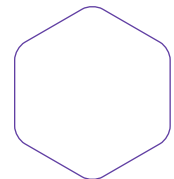
Safety:

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



Excellence:

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



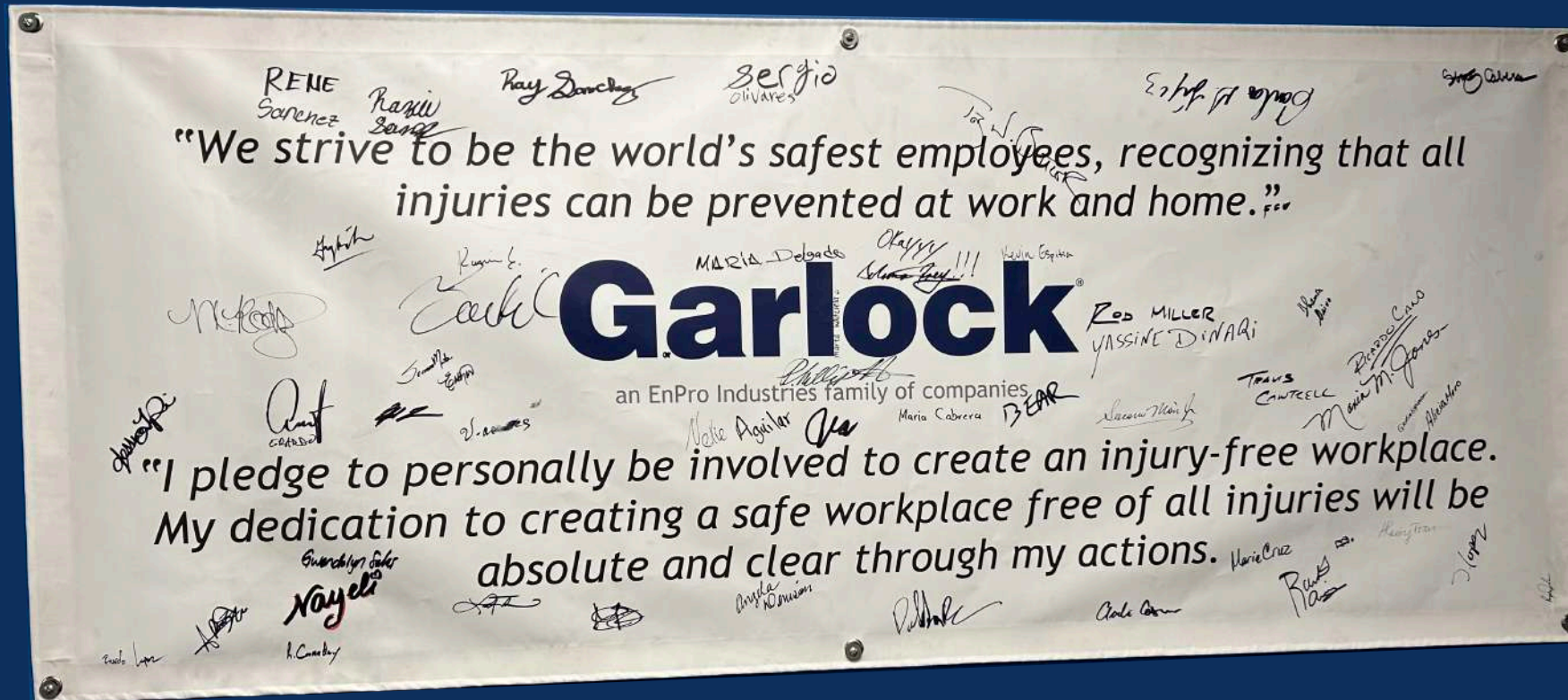
Respect:

We embody respect through the way we behave toward others. Our foundation is built on empathy and belief in the inherent good intentions of our fellow human beings. We believe all people are fully worthy of opportunities to grow and develop.



Health and Safety

Safe people make safer, higher quality products and power our success as a company. To be a safe company, everyone at Enpro, no matter their title or role, must be committed to safety.



SAFETY

We prioritize all colleagues to sign an Annual Safety Pledge to demonstrate our proactive stance on all aspects of Safety. We begin every calendar year with Safety Kickoff programs, which reinforce standards and best practices and provide information on any new initiatives. All manufacturing operations activate Safety Action Teams comprised and led by our colleagues. These teams implement safety programs and ideas for continuous safety improvements, enabling the ownership of all elements of safety at the facility-level. Colleagues are encouraged to openly share why safety is important on a personal level, creating a culture of teamwork and psychological comfort where there is fundamental care for one another's well-being.

SAFETY PERFORMANCE

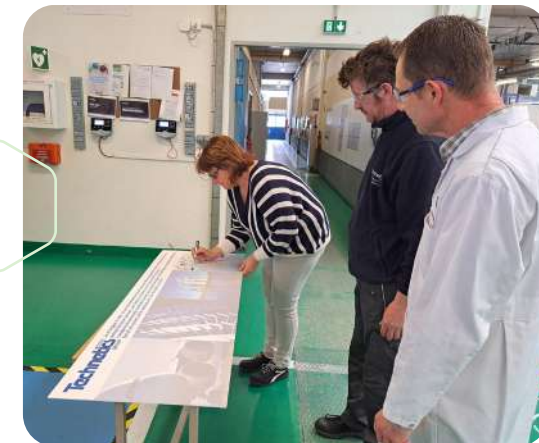
In 2021 and 2022, our safety performance data continued to demonstrate the effectiveness of our programs and proactive, safety-minded culture. Our recordable injury rates and lost time injury rates continue to track well below those of our peers. We continuously look for opportunities to improve this performance, and have rigorous processes in place for corrective action and learning protocol should an incident occur.

Expanding Enpro's safety culture into newly-acquired businesses has been a key priority as our portfolio has transformed. We have structured and disciplined integration programs in place to promptly introduce and execute the variety of ways safety is managed at Enpro.

| Safety Data | 2021 | 2022 |
|--------------------------------------|---------|--------|
| Lost Time Case Rate | 0.51 | 0.42 |
| Total Recordable Injury Rates (TRIR) | 1.12 | 1.37 |
| Number of Safety Training Hours | 103,612 | 97,872 |
| Fatality Rate | 0 | 0 |
| Near Miss Frequency Rate | 4.0 | 4.71 |

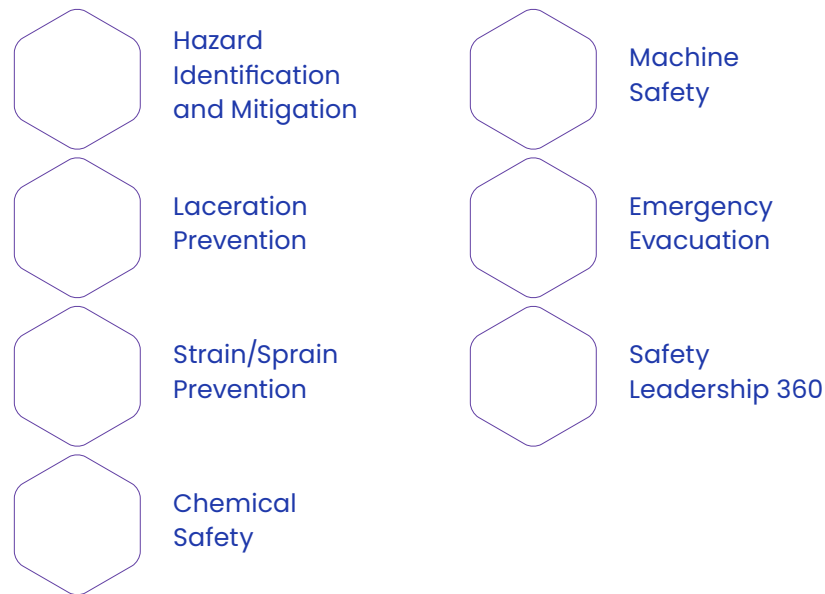


We continue to outperform our peers and industry averages in Total Recordable Injury Rates.



SAFETY LEADERSHIP TRAINING

Our Safety 360 Leadership Program is specifically designed for new leaders at Enpro. This workshop begins with an overview of our approach to safety and reinforces our cultural norms. Following this program, a Safety 360 survey is provided where leaders receive anonymous feedback on their safety leadership and coaching skills, creating an opportunity for development and improvement. The "Safety My Voice" (SMV) program enables colleagues to reflect on why safety is important to them, while regularly sharing with co-workers using their individual voices.

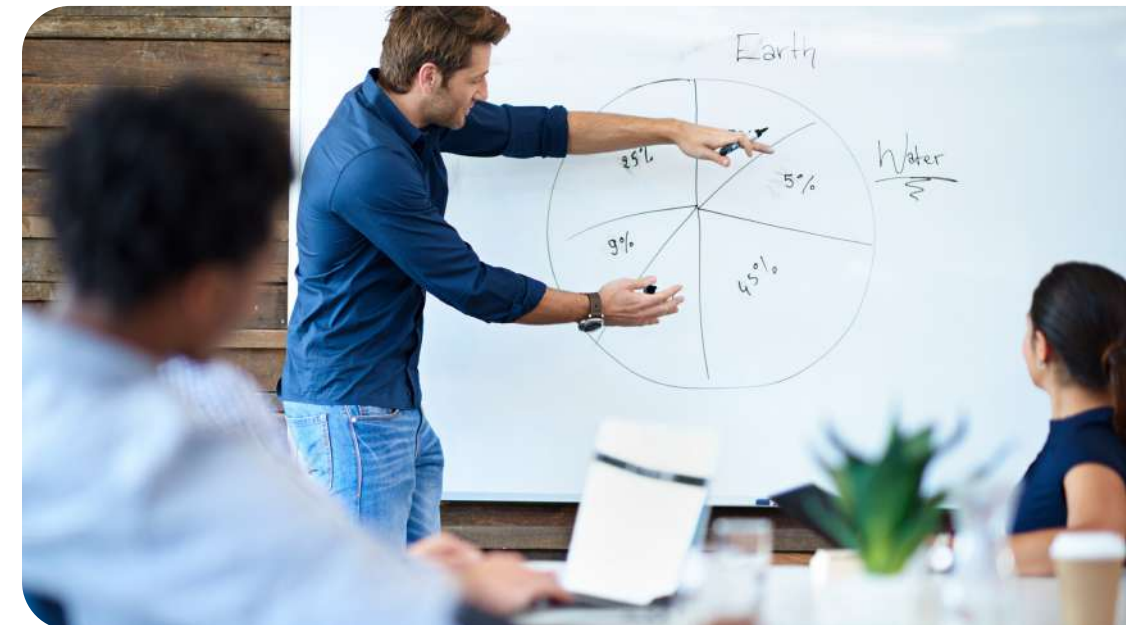


SAFETY TRAINING AND "TOOLBOX TALKS"

At the beginning of their journey with Enpro, all colleagues participate in mandatory onboarding and training programs that cover a variety of topics that include Enpro's Approach to Safety Culture, chemical safety, machine safety, emergency evacuation and hazard identification and mitigation. After onboarding, all colleagues continue regular health and safety training sessions that can be conducted in classrooms, online, or on-site. This curriculum includes daily startup meetings that incorporate safety information and "toolbox talks" that outline safety techniques and availability of safety equipment for all colleagues.

SAFETY RISK IDENTIFICATION AND RISK REDUCTION PROGRAMS

Enpro has identified top safety risks through predictive and historical data analysis. Combined with a culture of transparency, care, open communication and learning, we take pride in our risk reduction programs that have reduced injuries and incidents across the company. These programs include specific training for relevant positions at each location, and are designed to assist our colleagues in identifying increased risk situations and to take action in an effort to maintain our safe workspaces.



Our Products & Solutions

Enpro's portfolio of leading-edge products and solutions safeguard critical environments in a variety of growing markets that touch our lives every day. Our purpose is to solve challenging problems that protect our environment and enable efficiency of valuable customer assets, provide solutions for more sustainable energy alternatives such as nuclear and hydrogen energy, provide safety applications that protect human life on our roads, and offer solutions that optimize supply chains, as in the semiconductor industry, while reducing their carbon footprint.

Additionally, we provide critical aftermarket products and solutions that keep environments ultra-pure for the production of semiconductors, food, energy, and biopharmaceuticals. Our highly-engineered solutions are also crucial for a variety of industrial process, life sciences, space exploration, and aerospace applications.



PROJECT MERLIN

Alluxa provides near-infrared optical filter solutions for Project MERLIN, a French-German collaborative. The purpose of the project is to create a mini-satellite-based mission to reveal the implications of methane gas on global warming and climate change. The project is expected to launch in February 2028.



ITER

Technetics provides critical sealing technology for the International Thermonuclear Experimental Reactor (ITER) project. This 35-nation effort intends to construct the world's largest Tokamak, a magnetic fusion device designed to prove the feasibility of fusion as a large-scale and carbon-free source of energy. This technology is based on the same principles that power our Sun and Stars.



FOOD & PHARMACEUTICAL APPLICATIONS

Ensuring ultra-purity and FDA compliance, Garlock's innovative solutions provide reliable sealing and chemical resistance applications for multiple major food and pharmaceutical producers globally.



CHEMICAL PROCESSING APPLICATIONS

The sealing and gasket solutions that Garlock is renowned for prevent fugitive emissions leaks in a variety of applications, including agrochemical customers focusing on environmentally sustainable alternatives. Garlock's solutions ensure safety in these production environments.



SAFE ROADWAYS

STEMCO's wheel-end solutions provide important safety, asset protection and efficiency attributes for trucks and trailers that transport our goods across the United States.



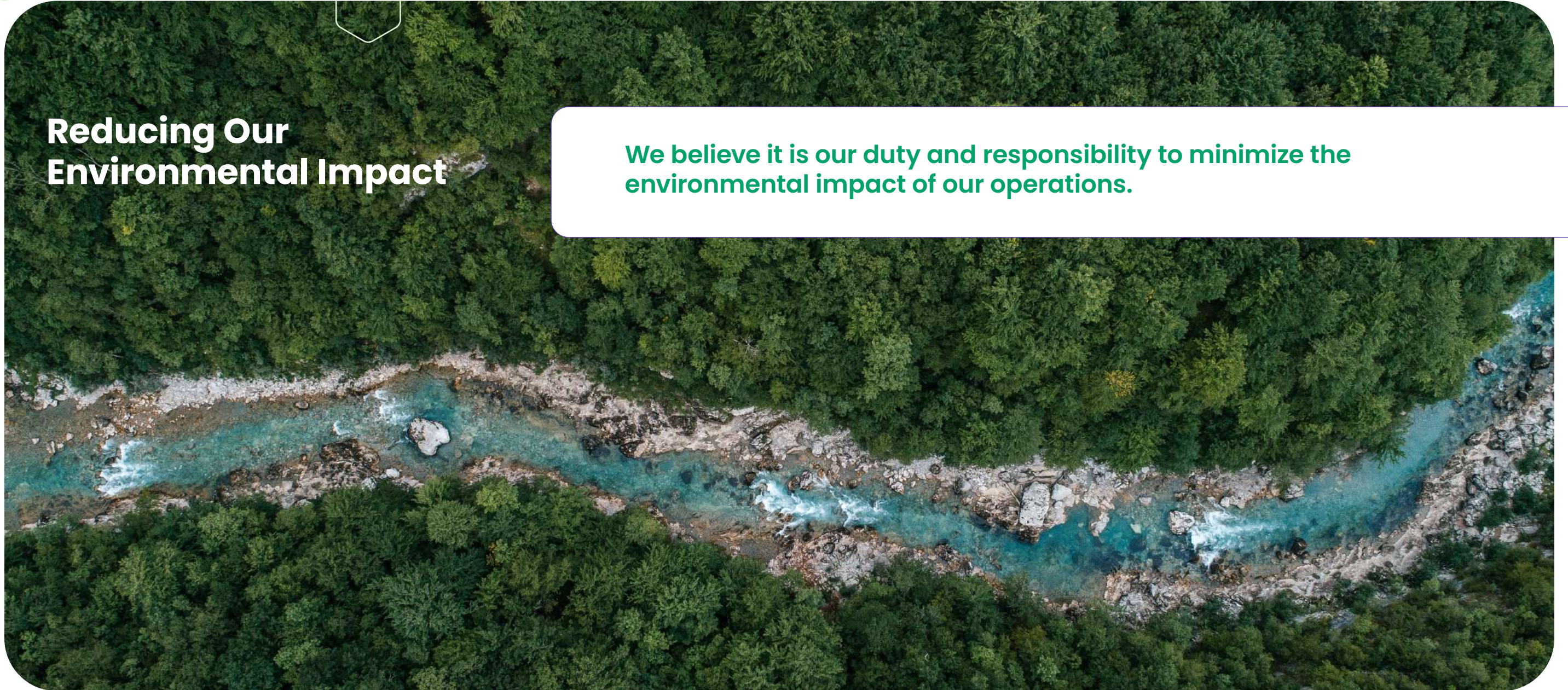
SEMICONDUCTOR SUPPLY CHAIN OPTIMIZATION

AST-Semiconductor provides end-to-end vertical integration solutions for semiconductor production assets in an efficient manner, significantly reducing time in the supply chain, hence reducing the cost and carbon footprint of chamber tools used for the production of semiconductor wafers.



Reducing Our Environmental Impact

We believe it is our duty and responsibility to minimize the environmental impact of our operations.



Recognizing sustainability as a critical part of an effective environmental management system, in 2022 Enpro adopted a new Environmental Sustainability policy.

Our Environmental Sustainability Policy is located on our website and can be found [here](#).

IMPLEMENTATION OF ENERGY USAGE BENCHMARK SYSTEM

In 2022, we deployed a system to collect electric and gas usage data from all of our manufacturing plants. This system also allows us, for the first time, to calculate our Scope 1 and 2 emissions from operations on an enterprise-wide, segment, geographical and individual facility basis.

GHGs, ENERGY AND DECARBONIZATION AND A MOVE TO A LESS CARBON INTENSIVE PORTFOLIO

Climate change represents a significant and complex challenge that we must address in multiple ways. While working toward future decarbonization for existing operations, over the last three years we have divested carbon-intensive lines of business that operated in automotive, oil, gas, and other highly carbon-intensive market sectors.

Our greenhouse gas data currently uses 2022 as the baseline year. That baseline has been normalized to exclude the businesses we divested in 2021 and 2022. The divestment of these businesses reduced our GHG Scope 1 and 2 2022 baseline emissions by approximately 20%. In short, our portfolio transformation, alone, has resulted in a company with a smaller carbon footprint.

GHG EMISSIONS

| 2022 | Scope 1 | Scope 2 | Total Emissions | Revenue | Total Emissions per \$M of Revenue |
|-------------------------------|-------------|-------------|-----------------|---------|------------------------------------|
| Enterprise Wide | 22,350 tons | 18,385 tons | 40,735 tons | 1,100 M | 37 tons/\$M |
| Sealing Technologies | 21,048 tons | 9,617 tons | 30,665 tons | 624 M | 49 tons/\$M |
| Advanced Surface Technologies | 1,302 tons | 8,768 tons | 10,070 tons | 476 M | 21 tons/\$M |

ENPRO'S GHG REDUCTION GOAL

With a baseline now established, Enpro has set a goal of reducing GHG emissions by 3% per dollar of revenue by the end of 2023 as compared to the 2022 baseline with a further 3% per dollar of revenue reduction by the end of 2024. Environmental actions teams have already been formed at a number of our facilities, and these teams are generating energy-saving ideas. We will be working over the remainder of 2023 on a strategy that includes analysis of these ideas, generation of other ideas and steps to share knowledge throughout the entire enterprise.

WATER

We currently track the amount of wastewater treated on-site at our manufacturing facilities and plan to extend the tracking system that has been implemented for electricity and gas data to include total water usage beginning in 2023. As of late December 2022, almost 45,359 metric tons of wastewater had been treated on-site at Enpro facilities prior to discharge.

WASTE

For many years, Enpro manufacturing facilities have tracked the amount of regulated, hazardous and landfill waste generated, in addition to the amount of waste that is recycled. During 2022, Enpro recycled more than 13 million pounds of non-hazardous waste, equating to a recycling rate of over 79%.

| 2022 Non-Hazardous Waste Generated (lbs) | 2022 Non-Hazardous Waste Recycled (lbs) | 2022 Non-Hazardous Waste Disposed Of (lbs) |
|--|---|--|
| 16,863,302 | 13,363,996 | 3,499,306 |

Enpro generated 184,430 pounds of hazardous waste in 2022.

ENVIRONMENTAL AUDITS AND CORRECTIVE ACTIONS

We conduct periodic audits and self-assessments to ensure compliance with laws, regulations, and our internal policies, and to make business unit leaders aware of opportunities to improve our environmental management system. Our Environmental, Health, and Safety (EHS) Leadership Team, which includes division representatives, lead these audits.

PRODUCT LIFE CYCLE MANAGEMENT

As stewards of the environment, we regularly assess the full life cycle impacts of the products and solutions we provide to our customers. This includes the impact of the extraction of raw materials used to manufacture our products, the steps taken to process these materials into sellable products, and the end-of-life impacts when products reach end of useful life and are disposed. This information is essential to our efforts to reduce the impacts of our products across their life cycle and helps us focus our efforts on the most impactful phases of a product's life cycle.

Innovation teams throughout the company have been implementing initiatives to further consider the environmental and social impacts of our products and solutions, with a focus on reducing raw material and energy consumption during the design and production processes and incorporating these aspects deeper into our product life cycle management approach. We rank suppliers based on certain attributes of their stewardship. In addition, we are educating our customers and supply chain partners on appropriate recycling processes, and implementing processes to ensure appropriate usage and disposal of our products.

PFAS REPLACEMENTS

PFAs refers to a group of over 4,000 fluoropolymer chemicals that are used in a wide variety of applications due to their unique chemical and physical properties. A small number of these materials have been implicated as negatively impacting human and ecosystem health.

Enpro stopped using any materials whose production process used any of these regulated PFAS in the early 2010s. Since then, Enpro has continued to monitor regulatory developments and focus on identifying opportunities to replace any materials still classified as PFAs with alternate compounds that offer the same performance without other associated risks. In 2022, a senior management team was established to identify and evaluate alternate compounds and the commercial and regulatory risks associated with continued use of PFAs compounds. The team meets at least quarterly.

Community Giving & Volunteer Programs

Giving back to the communities in which we live and work is an essential aspect of our culture. These efforts build positive morale within our teams, support recruiting and retention efforts, and strengthen our relations with our surrounding communities.



ENPRO FOUNDATION

We officially launched the Enpro Foundation in 2020 with initial funding of \$1 million. Since then, we have upheld our commitment to support organizations that advance education and champion equality and diversity. We are tasked to live up to our pledge to combat systemic racism and social injustice.

Our foundation continues to be one of the many ways we create a better future for all by engaging with our communities and lifting up those who are disadvantaged. In addition to supporting organizations recommended by our employees, we also identify and support groups whose missions align with Enpro’s diversity and inclusion values. In 2022 we funded the foundation with an additional \$500,000.

Criteria for Giving

This past year, we established a grant-making process for all present and future donations. We also decided to focus some of our resources on supporting STEM education-focused programs, with an eye toward helping to build this critical skill set in potential future employees.

The primary criteria for our partners are:

- Connection to the Enpro Foundation vision
- Clear intention on fund allocations
- Significance of the donation compared to the grantee’s budget
- Ratio of program-to-expense balance.
- Vicinity to an Enpro location

In 2022 the Enpro Foundation supported the following organizations:

- | | |
|--|-----------------------------------|
| 1. Baker Ripley | 9. Freedom School Partners |
| 2. Breast Cancer Coalition | 10. GiGi’s Playhouse, Inc. |
| 3. Children’s Home Society of North Carolina | 11. Good Friends Charlotte |
| 4. Communities In Schools of Charlotte–Mecklenburg, Inc. | 12. Idaho Sled Hockey Association |
| 5. Dilworth Center for Chemical Dependency Inc. | 13. Inspiredu, Inc. |
| 6. Equal Justice Initiative | 14. Millington Youth Wrestling |
| 7. Family Promise of Northern New Castle County | 15. Roof Above |
| 8. Florence Crittenton Services | 16. The Legacy Project of Stark |
| | 17. Habitat for Humanity |

Total Given: \$336,000.00

Enpro Relief Fund

In 2022, Enpro contributed \$100,000 to create the Enpro Relief Fund in an effort to support individual colleagues in a unique time of need. This employee relief program provides charitable financial support should a disaster or personal hardship occur. Modeled from other best-in-class funds of its kind, it is administered by E4E Relief, a subsidiary of the Foundation for the Carolinas, a 501(c)(3) public charity.

If faced with sudden medical emergencies, natural disasters or other crises, this fund provides financial support to help colleagues through short-term stresses and quickly return to a steady state. Colleagues across Enpro are free to contribute to the fund in an effort to continue its great work.



1307 West Morehead Street, Suite 207 ■ Charlotte, NC 28208 ■ 704-523-1222



Enpro encourages each of our colleagues and locations to commit to participating in meaningful Community Outreach. Recent activities include Habitat for Humanity events, and collection drives for food, clothing and school supplies for the underprivileged, among many other impactful local efforts.



Governance

Enpro's approach to governance and ethics is based upon best practices and our strong commitment to simply do the right thing for all stakeholders. The Enpro Board of Directors exercises oversight concerning all aspects of our sustainability programs, with regular reporting through our Sustainability Committee.



NEW DIRECTORS

The following were elected to Enpro’s Board of Directors in 2021 and 2022.



Will Abbey

Will brings over 25 years of experience in the semiconductor industry and a deep understanding of the progressing global semiconductor ecosystem to Enpro.



Judy Reinsdorf

Previously General Counsel at Johnson Controls and Tyco International and Chairwoman of Board Governance Committees at two public companies, Judy brings significant governance experience to Enpro.



Ron Keating

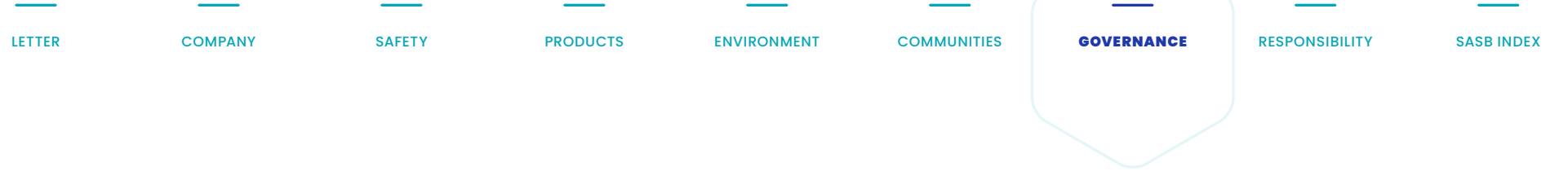
Ron is the President and CEO of Evoqua Water Technologies with a proven track record of profitable growth with a firm commitment to sustainability and diversity.

OUR POLICIES

In 2022, we added 11 new company policies that encompass matters ranging from workplace relationships to privacy to data governance.

- 01 Workplace Relationships Policy
- 02 Email Policy
- 03 Bring Your Own Device Policy
- 04 Corporate Business Information Policy
- 05 Government Contract Compliance Policy
- 06 Defense Priorities and Allocations System Rated Orders Policy
- 07 Small Business Subcontracting Plans and Reporting Policy
- 08 Truthful Cost or Pricing Data Policy
- 09 Data Governance Guidelines Policy
- 10 Cookies Policy
- 11 Privacy Policy

Our Conflict Minerals Policy and Code of Conduct both reinforce our commitment to upholding human rights both at Enpro and throughout our value chain.



ENTERPRISE RISK MANAGEMENT

The Board’s Audit and Risk Management Committee monitors our compliance with legal and regulatory requirements and the management of areas of significant risk, including those related to sustainability-relevant issues. Through our internal audit function, we conduct an annual risk assessment for several risk scenarios. Key stakeholders throughout the organization complete the comprehensive assessment that our internal audit group subsequently analyzes. Internal Audit regularly reports results to the Board’s Audit and Risk Management Committee.

In 2023, Internal Audit will collaborate with the Compliance and IT Security teams to evaluate and enhance the enterprise risk management process.

We regularly test and enhance emergency response procedures at all facilities to ensure continuity of supply, and the safety and security of our colleagues, intellectual property, information technology security and capital assets.

Given the criticality of our products and solutions, in many cases, we are required to follow regular compliance and product and solution safety risk assessments which are specified for the particular industries and applications we support. We provide appropriate safety and security testing that are highly documented and measured, as required by our customers. The performance of our products and solutions, from a safety perspective, is integral to our customers and helps us maintain our competitive advantage. Employees are consistently trained to ensure product and solution quality, safety, and reliability.

ETHICS AND COMPLIANCE

Enpro is a values-based organization and we document this commitment in the Code of Business Conduct (the “Code”), which applies to our directors and all colleagues, including our principal executive, financial and accounting officers. The purpose of this Code is to guide colleagues on how to best uphold Enpro values and reviews important issues such as conflicts of interest, corporate opportunities, confidentiality, protection and proper use of company assets, fair dealing, compliance with laws (including insider trading laws), the accuracy and reliability of our books and records, and the reporting of illegal or unethical behavior.

Colleagues are required to certify compliance with the company’s Code of Conduct annually.

Enpro Training Modules Include:



European Union General Data Protection Regulation (GDPR)

Insider Trading

Anti-Corruption

Workplace Harassment

Whistleblower hotline

Enpro has a global hotline through which employees may report (anonymously if so desired) any concerns or suspicions of violations of our Code or any other matters of concern. Every report is thoroughly investigated by Enpro’s head of Internal Audit and Director of Compliance.

CYBERSECURITY

Our Cybersecurity team takes a holistic approach to secure our people, data, and systems. We use cloud services whenever possible and organize our capabilities into centers of focus that include endpoint, network, data, email, identity, and awareness. This allows us to address business cybersecurity needs at a granular level while organizing our capabilities more efficiently at the program level.

2022 Accomplishments

In 2022 we deployed CrowdStrike EDR (Endpoint Detection and Response) to all Enpro-managed endpoints. To further ensure security, we enabled a CrowdStrike USB device control to prevent the unauthorized use of USB storage devices. We also onboarded a new vendor to provide Managed Detection & Response (MDR) capabilities, which provide 24x7x365 security monitoring for Enpro’s global environment. Security was heightened through our recently implemented Proofpoint Email Fraud & Defense (EFD), which improves our email environment protection.

Training

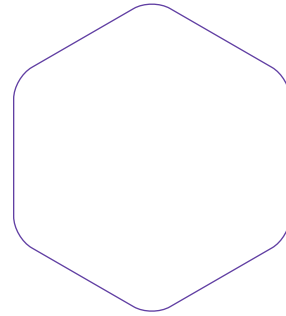
Enpro requires that all employees and contractors with systems access receive role-based cybersecurity training during onboarding. We require employees to complete an annual cybersecurity basic knowledge refresher course. This keeps our colleagues updated and proactively prepared for future incidents. Quarterly phishing simulation training exercises are also conducted for all employees. In 2022, we deployed an email security filtering and protection platform to provide a more advanced defense against phishing, malware, and other email-based attacks. As a result, there has been an overall reduction in the number of successful phishing attacks targeting our users and less phishing and spam emails reported by our user community.

Every year, Enpro hosts a Cybersecurity Awareness Week. During these events, various cybersecurity-related topics are presented by both peers and selected speakers. Attendance is encouraged throughout the company.

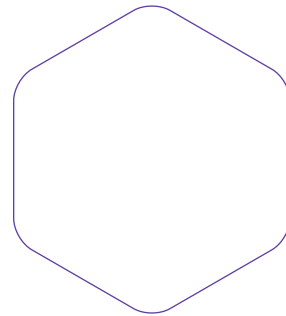
Certifications

Enpro adheres to NIST 800-171 security control framework to meet regulatory compliance requirements. Our cybersecurity initiatives also meet DFARS regulatory compliance requirements in support of the US Department of Defense business. This past year we underwent an ISO 27001 gap assessment with plans to certify in the next 18 months.

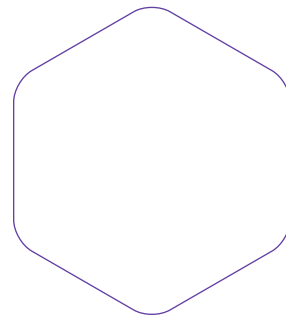
Some of our cybersecurity-related goals include:



100% of DFARS controls in place _____ by 2023



ISO 27001 Certification _____ by 2024



Cybersecurity Maturity Model Certification (CMMC) Completion _____ by 2025



SUPPLY CHAIN

Supply Chain Leadership Council

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

Supplier Code of Conduct

Our enterprise-wide supplier code of conduct policy is posted on our website and can be found [here](#).

Enpro clearly outlines expectations to our suppliers related to sustainability, climate change, and human rights. Beyond our Supplier Code of Conduct, Enpro and its businesses support the human rights goals of the California Transparency in Supply Chains Act of 2010, which requires disclosures about the global issues of human trafficking and slavery. The standard sales terms and conditions of the various Enpro businesses require suppliers to attest to their compliance with all laws, including those that prohibit human rights violations.

Supply Chain Risk Management Tool

In September 2022, we implemented an online Supply Chain Risk Management tool that allows tracking and monitoring of Moody's Sustainability ratings of the top 350 suppliers across our businesses. As the program continues to grow, we will have the ability to utilize these Sustainability ratings in our supplier selection process.

Conflict Minerals

We have a robust Conflict Minerals Program and retain a third-party service provider for added support. The provider, Assent Compliance, has assisted with supply chain reviews for each of the previous six reporting periods.

We currently use the EICC-GeSI Conflict Minerals Reporting Template (CMRTs) version 6.22 to survey in-scope suppliers for each of our businesses. Suppliers are contacted via the Assent Module, a SaaS platform provided by Assent that enables users to complete and track supplier communications, as well as allowing suppliers to upload completed CMRTs directly to the platform for assessment and management.

Responsible Minerals Initiative

Enpro participates in the Smelter Outreach Initiative with the Responsible Minerals Initiative (RMI) through our work with Assent Compliance. This outreach program involves communicating and working with smelters and mineral refiners to encourage them to join RMI's Responsible Minerals Assurance Process (RMAP) audit program. RMAP uses an independent third-party assessment of smelter/refiner management systems. The assessment validates smelters' company-level management processes for responsible mineral procurement.



Social Responsibility

Enpro purposefully strives to create an environment where all team members can thrive professionally and personally. Each team member is an essential contributor to our collective success.



Enpro encourages all team members to:

- **Become their best and bring their full self to work**
- **Shape the future of the business**
- **Positively impact team members, customers, and communities**

Enpro infuses initiatives throughout all processes. Diversity, Equity, Inclusion and Belonging (DEI-B) and other Social Responsibility best practices can be found in every aspect of Enpro’s Talent, Performance, Leadership, and Culture practices.



TALENT ACQUISITION/RECRUITING

Talent Acquisition shapes our workforce well before team members “walk through the doors” at Enpro and leaves a legacy in their homes and communities during and after their time at Enpro. Enpro maintains a strategic, long-term perspective on the future of its diverse and talented workforce, investing in individuals as early as middle school. This approach allows us to pursue the best talent possible and maximizes our ability to have the right talent in the right role at the right time. Enpro’s ongoing commitment to diversity of experience, thought, and perspective makes our culture respectful and inclusive.

Future Talent Investments:

By shaping the talent pipeline early in development, Enpro promotes its own future success and the development of communities and the industries in which it conducts business. Partnerships with our local communities help us maintain a significant presence in the areas our team members live and work.

Enpro engages in a variety of partnerships with middle schools and high schools in key geographies. These partnerships promote industry awareness and manufacturing/STEM skills early enough to impact education and career trajectories and include the following:

- **Our Technetics Chicago business is a leading member of the Leden Technology Council, with one of its colleagues currently serving as the chair. The Council is a non-profit organization of manufacturing companies that advise and fund the post-high school education of students at local high schools for careers in the metalworking industry. Technetics Chicago currently has four colleagues that benefited from this program. These individuals began their Enpro careers in entry level operations and engineering roles and after numerous promotions now serve as operations and engineering managers.**
- **Enpro participates in the Garlock Palmyra 8th grade career fair and is proud to sponsor the local high school robotics team. Educating younger students in our communities opens doors to and generates interest in a variety of different and important applications and career paths.**
- **Our Alluxa business provided a financial scholarship to the Girls Tinker Academy STEM program , the only intensive and free STEM focused summer camp for middle school girls in Sonoma County, CA.**

Recruitment Best Practices:

Enpro is committed to growing an inclusive, diverse, and effective organization. Enpro recognizes that diverse candidates bring a wealth of benefits to the organization.

Enpro leverages a variety of programs and processes to help identify the most talented potential employees and continue to bring diversity to the teams. We strive to empower every hiring manager with a diverse and talented group of potential hires by posting roles to online job boards targeting diverse communities, leveraging an applicant tracking system with resume-blinding capability to reduce bias, and partnering with local workforce programs/committees to drive diverse candidate slates.

Additionally, as part of our ongoing focus on building culture and diversity, panel interviews are conducted for most positions. Panel members are intentionally selected to be cross-functional and bring diverse perspectives to the table. We want team members to feel comfortable joining eclectic groups.

PARTNERSHIPS WITH UNIVERSITIES AND CAREER PROGRAMS TO PROMOTE DIVERSITY OF TALENT:

- In 2022 Garlock Houston began sponsoring a University of Houston internship program. The program had 75 minority enrollments and resulted in 2 permanent hires.
- Stemco continued to participate in Historically Black Colleges and Universities career fairs in 2023.
- Our Enpro EDGE program purposefully engages diverse populations to join our rotational engineering program.

CULTURE & ENGAGEMENT

The 2023 Enpro Engagement Survey results were strongly positive, showing improved team member sentiment across all areas surveyed. Survey topics are directly correlated with Enpro values (Safety, Excellence, Respect) to ensure we drive engagement in alignment with our culture.

Key Engagement practices include:

STEMCO:

Mental Health Awareness program

GARLOCK SINGAPORE AND TAIWAN:

Mental Health coaching sessions (government sponsored)

GARLOCK CHINA:

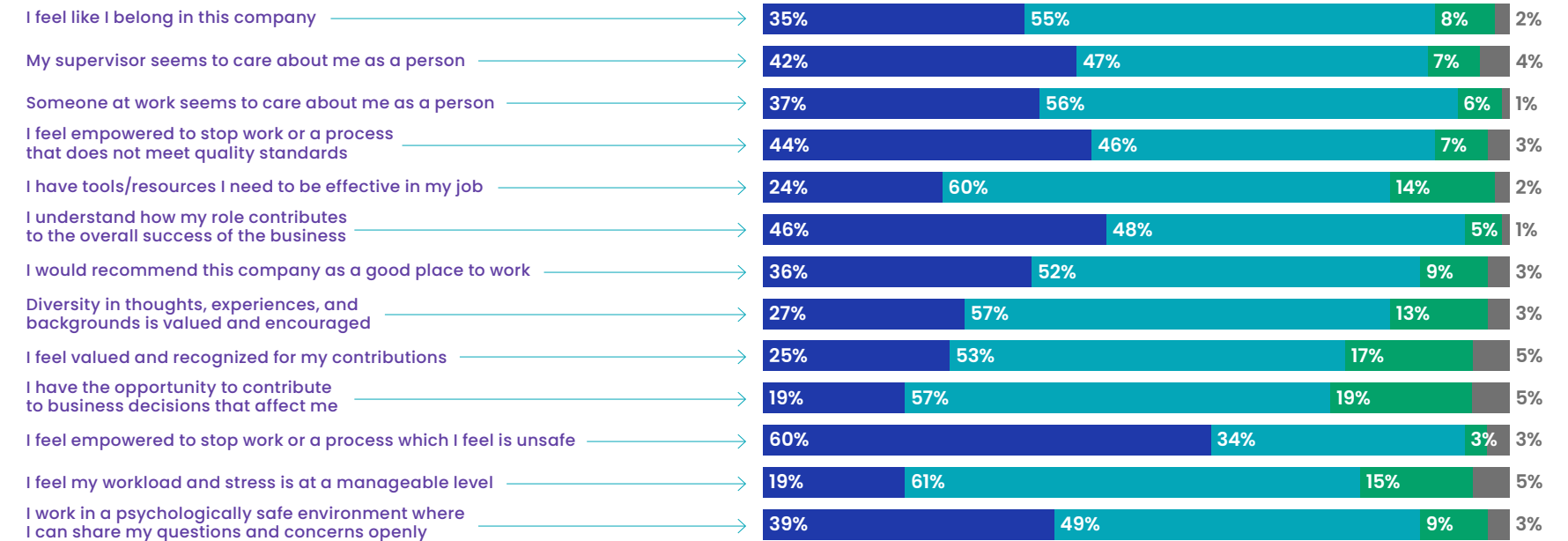
Mindfulness Moment program

TECHNETICS GROUP:

5 Quality of Life groups (psycho-social risks, canteen commission, well-being, communication, energy sobriety) meet twice monthly.

2022 Employee Engagement Survey Results

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree



DIVERSITY OF THOUGHT, INCLUSION AND PSYCHOLOGICAL SAFETY

Enpro firmly believes that a diverse workforce is critical to our success, and we purposefully strive for a vibrant culture that reflects and embraces all forms of diversity. We encourage belonging and psychological safety across the enterprise. In alignment with our values, we infuse the best core practices for Diversity, Equity, Inclusion and Belonging in every aspect of our colleague experience. We believe ongoing development and effective team-building must include respectful feedback and genuine appreciation for our purpose. As an organization and as individuals, Enpro encourages functional and technical skills-based training to retain and develop talented members of our team. In addition to our cultural accountability regarding DEI-B, the company consistently seeks ways to enhance all forms of diversity, while expanding skill sets and providing opportunities for growth.

[EEO1 Table](#) linked and offered in appendix



INTENTIONAL TALENT PLANNING

Enpro focuses on developing team members for current and future positions over the course of their careers with critical responsibilities aligning with their strengths and talents. Talent Planning is essential for Enpro to meet long-term needs of our customers, the organization, and of team members (present and future). By prioritizing holistic team member development, we can continue to offer challenging work as the business evolves and team members develop.

In 2022, nearly 50% of role changes and promotions for Garlock globally came from internal talent. In Garlock North America, 23% of promotions and 24% of lateral transitions were awarded to team members who had been internally developed for new roles.

Enpro entered 2023 with more than 40% of our team members in the top three tiers of the organization diverse by gender and/or ethnicity.

Given our focus on internally developed talent, the uniqueness of the way we work, and our differentiated culture, we expect many of the future leaders at Enpro will emerge from within.

BENEFITS CONSISTENT WITH OUR VALUES

We create an atmosphere of success by treating our employees fairly while also offering wages and benefits competitive within our industries and local labor markets.

As part of our commitment to our people, we provide a comprehensive compensation and benefits program that is designed to attract and retain employees. In the United States, this includes a company-wide minimum wage of \$15 per hour, a 401k plan with company match, an award-winning well-being program, flexible vacation and time off policies that include a “take what you need” program for salaried employees, enhanced employee assistance programs, employer-paid disability, paid family leave, tuition assistance, and comprehensive healthcare benefits that include medical, prescription drug, dental, life, health savings accounts, flexible spending accounts, critical illness and accidental, death and dismemberment coverages. Enpro offers annual incentive plans to reward team member contribution in alignment with business impact. In the US for 2022, participation in the plan was as follows:

| Level | No Bonus | Yes Bonus | Union | Grand Total |
|------------------------|----------|-----------|--------|-------------|
| Executive | 0.00% | 100.00% | 0.00% | 100.00% |
| People Leader | 11.63% | 88.37% | 0.00% | 100.00% |
| Individual Contributor | 7.06% | 76.42% | 16.52% | 100.00% |
| Grand Total | 7.37% | 78.34% | 14.29% | 100.00% |

Key Learning & Development opportunities include:

- **This is Enpro: Building Our Workplace (TIE the BOW):** This serves as an introduction to Enpro culture and ways of working for all Enpro team members. These critical onboarding sessions are led by senior leaders to foster personal connection and accelerated integration into our business.
- **Self-Awareness and Work Style training:** Enpro utilizes a variety of assessments and sessions to promote perspective-taking, respectful inclusive teams, and leadership effectiveness. These training options emphasize the value diversity brings to team members and customer experiences, and include Hogan Assessments, 16PF Profiles, and DiSC® Assessments. Enpro also leverages a variety of internal and external coaches to provide timely development and support to team members.
- **Leadership Development:** Enpro offers a variety of targeted leadership development programs to pace leader effectiveness with role and responsibility expansion. Programs holistically focus on all aspects of leadership, from personal effectiveness and emotional intelligence to managerial effectiveness and organizational transformation.
- **Individual Development Plans (IDP)** are an essential and required element of the ongoing Building People Capability cycle. Enpro encourages team members to think long-term and holistically about their ongoing development by fostering 3-5 year planning around their time investments and opportunities.

Enpro encourages participation in a variety of external offerings aimed specifically at equipping leaders with the skills and resources to effectively lead global and diverse teams including:

- **McKinsey & Company Connected Leaders Academy,** which serves to accelerate racial equity and equip future leaders with skills and sponsorship to grow within the organization. We sponsor nominees in Black, Hispanic and Latino, and Asian leader programs (which are customized by early, mid-career, and executive).
- **Moral Courage College's Diversity without Division workshop:** Focusing on advanced and inclusive communication skills in the workplace.
- **Gestures and Postures:** Training for operations team members in our Technetics group.

Project Management Certification:

Enpro offers an internal project management certification preparation program for colleagues to develop and diversify project management skill sets.

SASB Index





SASB INDUSTRIAL MACHINERY AND PRODUCTS STANDARD

Energy Management

| Accounting Metric(s) | Code | Unit | Response or Location in Report |
|--|--------------|------------------------------------|--------------------------------|
| (1) Total energy consumed (2) percentage grid Electricity (3) percentage renewable | RT-IG-130a.1 | Gigajoules (GJ), Percentage (%) | Please reference page 26. |

Employee Health and Safety

| | | | |
|---|--------------|------|---------------------------|
| (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) | RT-IG-320a.1 | Rate | Please reference page 20. |
|---|--------------|------|---------------------------|

Fuel Economy and Emissions Use-Phase

| | | | |
|--|--------------|-----------------------------|--|
| Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles | RT-IG-410a.1 | Gallons per 1,000 ton-miles | Given this data is not relevant to our business performance nor readily available, we choose not to disclose this data at this time. |
| Sales-weighted fuel efficiency for non-road equipment | RT-IG-410a.2 | Gallons per hour | Given this data is not relevant to our business performance nor readily available, we choose not to disclose this data at this time. |
| Sales-weighted fuel efficiency for stationary generators | RT-IG-410a.3 | Watts per gallon | Given this data is not relevant to our business performance nor readily available, we choose not to disclose this data at this time. |

SASB INDUSTRIAL MACHINERY AND PRODUCTS STANDARD

Fuel Economy and Emissions Use-Phase

| Accounting Metric(s) | Code | Unit | Response or Location in Report |
|---|--------------|-------------------------|--|
| Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines | RT-IG-410a.4 | Grams per kilowatt-hour | Given this data is not relevant to our business performance nor readily available, we choose not to disclose this data at this time. |

Materials Sourcing

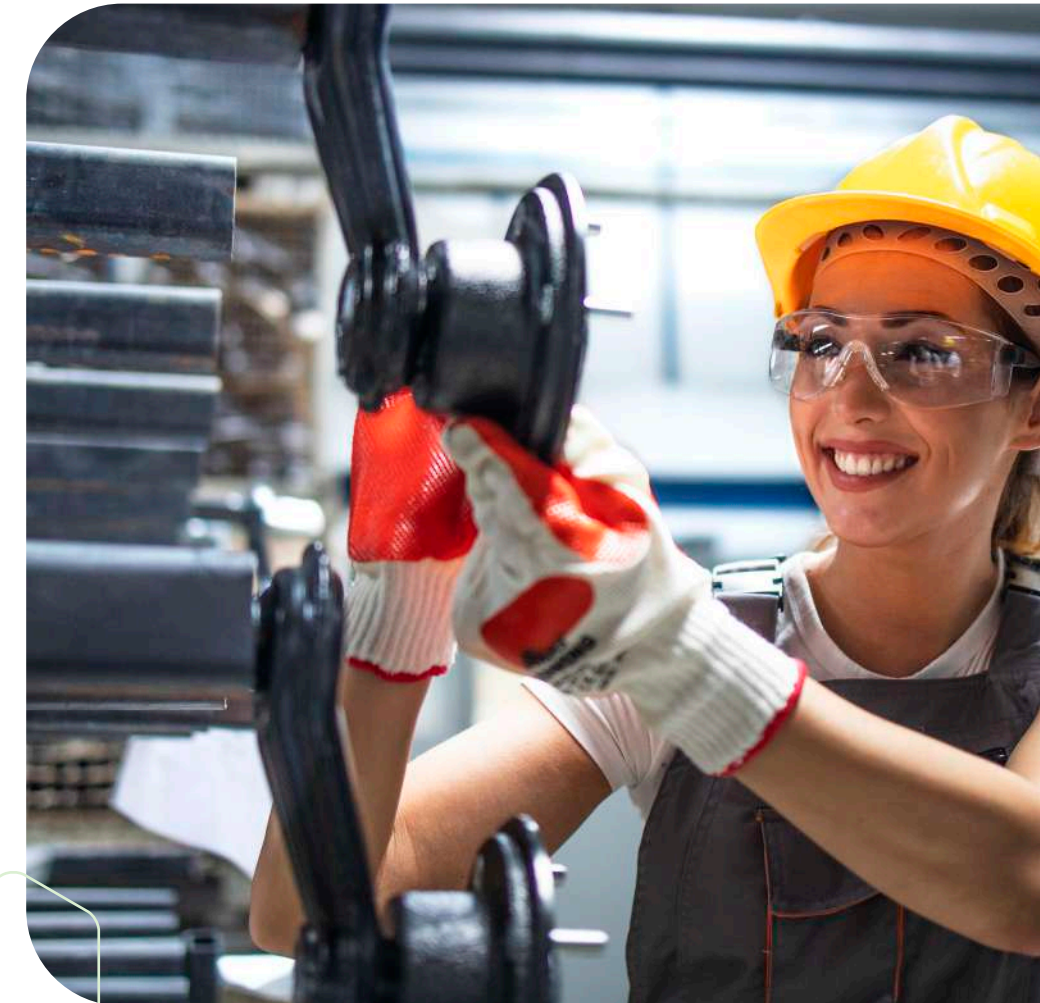
| | | | |
|--|--------------|-----|-----------------------------------|
| Description of the management of risks associated with the use of critical materials | RT-IG-440a.1 | N/a | Please reference pages 35 and 36. |
|--|--------------|-----|-----------------------------------|

Remanufacturing Design and Services

| | | | |
|---|--------------|--------------------|--|
| Revenue from remanufactured products and remanufacturing services | RT-IG-440b.1 | Reporting currency | Given this data is not relevant to our business performance nor readily available, we choose not to disclose this data at this time. |
|---|--------------|--------------------|--|

Activity Metrics

| | | | |
|--|-------------|--------|---|
| Number of units produced by product category | RT-IG-000.A | Number | Please reference our page 97 of our 2020 10-K filing and page 73 of our 2019 filing for more information. |
| Number of employees | RT-IG-000.B | Number | In 2019, we had 5,625 employees. In 2020, we had 4,402 employees. |





ENPRO

Enpro Industries, Inc.
5605 Carnegie Boulevard
Suite 500
Charlotte, North Carolina 28209

enproindustries.com