

2024 SUSTAINABILITY REPORT



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Letter from Chief Executive Officer & Chair

As we unveil our 2024 Corporate Sustainability Report, I am reminded that the past year marked a bittersweet transition as we celebrated the retirement of Leslie Hyde, our first-ever Chief Sustainability Officer, and welcomed Stephanie Apostolou, formerly our General Counsel, into her expanded role as Chief Legal & Sustainability Officer and Secretary.

Leslie's extraordinary 25-year career at Koppers was marked by her unwavering dedication to environmental stewardship and her pivotal role in launching our company-wide Sustainability program—an enduring legacy that continues to shape our future. We are grateful for her vision and leadership in pursuit of a better, more responsible Koppers.

Moving forward, I have every confidence that Stephanie's determination and curiosity, together with the support of our global Koppers team, will build upon our solid Sustainability foundation and lead us to continued achievements.

At Koppers, we believe that amid today's complex and dynamic global landscape, it is increasingly important to remain firmly grounded in our core values: People, Planet, and Performance. Our Sustainability strategy, which aligns directly with these values, remains crucial for our enduring success.

Highlights from 2024 include:

- Achieved a Total Recordable Incident Rate (TRIR) of 2.52, the lowest in company history.

- Completed a 100KW solar panel system at our facility in Mayfield, Australia, with plans to expand capacity by 300KW to 400KW by 2026.
- Introduced an enhanced carbon products facility in Nyborg, Denmark, enabling us to produce higher value carbon products and enter new markets.
- Named to Newsweek's list of America's Most Responsible Companies for the fifth consecutive year, achieving our highest placement ever at No. 113 out of 600 finalists and No. 9 out of 56 in the Materials & Chemicals category.
- Cited on USA Today's America's Climate Leaders list, recognizing our efforts to reduce greenhouse gas (GHG) emissions.

Looking ahead, we are setting new Sustainability objectives and continuing to integrate Sustainability with our long-term business strategy and decision-making across all operational levels.

I hope you will read on to discover our 2024 progress. Thank you for your interest in Koppers.

Sincerely,

Leroy M. Ball
Chief Executive Officer & Chair





Letter from Chief Sustainability Officer

Koppers has dedicated considerable time, talent and resources towards a more sustainable future thanks in large part to the efforts of Leslie Hyde, Koppers first Chief Sustainability Officer. Before her well-earned retirement at the end of 2024, Leslie laid the groundwork for strong, practical and measurable sustainability practices that will continue to guide our efforts for years to come.

Looking ahead, I am honored to take on ownership of these efforts and ensure that Sustainability remains central to our organization and strategy, recognizing its critical role in driving long-term value, resilience and growth.

In 2024, we strengthened our Sustainability strategy and governance by introducing new policies across key Sustainability areas, including chemical management, waste minimization, and responsible procurement. We also conducted a double materiality assessment, reaffirming previously prioritized Sustainability topics and validating our approach to achieve lasting impact. Additionally, by aligning Sustainability with our Enterprise Risk Management (ERM) processes, we can better manage existing and potential risks and opportunities to ensure responsible stewardship as we promote business growth.

To support this evolution with user-friendly tools and technology, we introduced Koppers Sustainability Cloud, a new platform and data hub designed to ensure consistency, accuracy, and improved reporting. This system aligns with recognized industry standards, such as the European Sustainability Reporting Standards (ESRS), Global Reporting Initiative (GRI), and Carbon Disclosure Project (CDP), among others.

Our roadmap for 2025 and beyond includes setting new targets that will chart our course through 2030 and ensure that Sustainability remains a foundational element of our operations, driving innovation, risk management, and long-term value creation. This report provides a snapshot of the foundation on which our continued progress will be built.

Sincerely,

Stephanie Apostolou
Chief Legal and Sustainability Officer and Secretary



Koppers named to Newsweek’s America’s Most Responsible Companies list for the fifth consecutive year.

- Koppers achieved its highest placement ever, ranking No. 113 out of 600 finalists and No. 9 out of 56 in the Materials & Chemicals category.



Koppers named to USA Today’s America’s Climate Leaders list, which recognizes companies’ efforts to reduce greenhouse gas emissions.



Koppers ranked No. 5 among mid-size companies in the Pittsburgh Post-Gazette’s list of Top Workplaces.

- Our placement put us in the top 23%. This placement was an improvement compared to our ranking of No. 8 in 2023.

Koppers own Leslie Hyde, Former Senior Vice President and Chief Sustainability Officer, was recognized as one of the Top 25 Women Chief Sustainability Officers of 2024 by Women We Admire.



PEOPLE

<p>2.52</p> <p>Total Recordable Incident Rate, our lowest in company history</p>	<p>81%</p> <p>of employees reported they are happy working at Koppers, our highest score since 2018</p>	<p>3rd</p> <p>consecutive year of our Preserving the Earth employee volunteer campaign</p>
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PLANET

<p>53%</p> <p>increase in solar energy production year over year</p>	<p>27%</p> <p>of our energy consumed was produced from renewable sources</p>	<p>2nd</p> <p>year that our Roanoke, Virginia, facility earned statewide recognition for its environmental performance</p>
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PERFORMANCE

<p>4th</p> <p>consecutive year with 0 product incidents resulting in a fine, penalty, warning, or violation of a voluntary code</p>	<p>38%</p> <p>of our Utility and Industrial Products (UIP) spend was on sustainably certified purchases, the highest since 2021</p>	<p>93</p> <p>ideas were submitted through iShare, Koppers idea-sharing platform, 53% of which were accepted for implementation</p>
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40,000
utility poles were delivered by Koppers to support those affected by hurricanes Helene and Milton

About Koppers


Koppers is an integrated global provider of essential treated wood products, wood preservation technologies and carbon compounds. Our team of 2,000 employees create, protect and preserve key elements of our global infrastructure – including railroad crossties, utility poles, outdoor wooden structures, and production feedstocks for steel, aluminum and construction materials, among others. We take pride in the critical role Koppers plays in everyday life to enable the safe transport of people and goods, keep power flowing, and create outdoor spaces of enjoyment.

Driven by our purpose of **Protecting What Matters and Preserving The Future**, we achieve success by maintaining a commitment to the people we serve, the planet we share, and the performance of our industry-leading products and services.


Headquartered in Pittsburgh, Pennsylvania, our offices, facilities, and teams span several continents, including North America, South America, Australasia, and Europe.

For more information about Koppers, visit our [website](#) and our [Annual Report](#).







MISSION:
Advancing Infrastructure
Through Safer, Stronger,
More Sustainable Solutions.




VISION:
Creating the Foundation
for a Connected World.




PURPOSE:
Protecting What Matters
and Preserving The Future.




VALUES:



WE VALUE PEOPLE:
At Koppers, how you
treat people matters.



WE VALUE THE PLANET:
At Koppers, taking care of
our planet matters.



WE VALUE PERFORMANCE:
At Koppers, results matter.

Our Businesses



RAILROAD AND UTILITY PRODUCTS AND SERVICES (RUPS)

At Koppers, we help build and preserve critical railroad infrastructure for safe and efficient transportation of goods and people around the globe. Our lifecycle management approach begins with identifying materials that can be sustainably sourced and includes treating wood rail products, producing rail accessories, and providing bridge repair services. Koppers also plays an integral role in maintaining the electrical grid, telephone, and cable communications networks by manufacturing pressure-treated wood utility poles and crossarms, conducting pole inspection and maintenance, as well as offering critical storm response services. Additionally, we have expertise in structural wood pilings used in deep foundation systems, along with heavy civil and marine construction projects.



PERFORMANCE CHEMICALS (PC)

Koppers is the global leader in the development and supply of wood preservative systems and technologies that extend the life and durability of wood. Koppers employs a world-class research and development team and offers customers engineering and technical guidance as well as marketing services. We are proud of the role our products play in enhancing the performance of wood used in everyday residential structures like backyard decks and fences, as well as materials for outdoor infrastructure, major commercial building and construction, heavy-duty marine applications, agricultural uses and utility pole systems.



CARBON MATERIALS AND CHEMICALS (CMC)

Koppers utilizes industrial byproducts or intermediates as critical production feedstocks and manufactures inputs for essential, everyday products around the globe. Our carbon products are required to make primary aluminum and recycled steel, and our chemicals are used to make treated wood and rubber products which go into goods ranging from motor vehicles to beverage cans. We also have patents pending relating to enhanced carbon products and coating solutions that may be used in the global electric vehicle (EV) and lithium-ion (Li-ion) battery markets, raising the potential for enhanced, more energy-efficient electrochemical performance and extended battery life.

About this Report

We are proud to present our 2024 Corporate Sustainability Report. This annual report showcases our progress toward our Sustainability plan and strategic and supporting goals. Our report is organized first by our values: People, Planet, and Performance; then by the strategic goals that align with those values.

In this report, unless otherwise noted or the context otherwise requires, the terms Koppers, Koppers Holdings, the Company, we, our, or us refer to Koppers Holdings Inc. and its consolidated subsidiaries.

Koppers reports in accordance with the Global Reporting Initiative (GRI) Standards for the period January 1-December 31, 2024, and includes additional disclosures for the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDG) reporting frameworks. Our Sustainability reporting does not exclude any Koppers operations and aligns with the scope reported in our [Annual Report](#).

Certain statements contained in this report are “forward-looking statements” based on management’s views with respect to future events and underlying assumptions that involve risks and uncertainties. Forward-looking statements involve uncertainties that could cause actual results to differ from those expressed or implied in such statements. The forward-looking statements contained in this report speak only as of the date of publication of this report and the company does not assume any obligation to update them except as required by law.

Questions and comments can be directed to Heath Huschak, VP, Risk Management and Sustainability, at SustainabilityTeam@koppers.com.

Material Topics and Strategic Goals

In defining our approach to sustainability and the content of this report, we use a methodology built on double materiality to consider both the sustainability topics that are the most financially relevant to Koppers as well as those that have the greatest impact on our stakeholders (such as employees, customers, investors, community members, and others).

We use a range of inputs to develop these topics including the financially material risks defined in our 10-K, the relationships with our customers, engagement with investors, research on our industry, partnerships with third-party experts, dialogue with our communities, and more.

In 2024, we conducted a more detailed assessment of our sustainability-related impacts, risks, and opportunities. The assessment affirmed the topics defined in our previous report with no significant changes. For more information on how we are conducting double materiality assessments across our operations to align with emerging regulations, please see the Reporting and Transparency section, [page 16](#).



Material Topics and Strategic Goals, cont.

PEOPLE

Employee Recruitment, Retention, and Experience →

- **STRATEGIC GOAL:** Provide secure and meaningful work to a diverse team of employees who feel engaged, included, and valued.
- **Related Topics:** recruitment and retention efforts; inclusion and diversity; benefits, programs, and policies; training and education; employee engagement

Health, Safety, and Wellness →

- **STRATEGIC GOAL:** Advance Zero Harm culture that places the care and protection of employees, community, and environment first.
- **Related Topics:** occupational health and safety; process safety; employee wellness

Local Community →

- **STRATEGIC GOAL:** Help build strong communities.
- **Related Topics:** community involvement; charitable giving; volunteerism

PLANET

Climate Change Mitigation and Adaptation →

- **STRATEGIC GOAL:** Decrease impacts to global climate change and decrease the risk of climate change impacts throughout our operations.
- **Related Topics:** energy consumption; greenhouse gas emissions; climate risk

Environmental Performance and Compliance →

- **STRATEGIC GOAL:** Eliminate waste from our operations.
- **Related Topics:** waste; water; air emissions



PERFORMANCE

Product and Supply Chain Responsibility →

- **STRATEGIC GOAL:** Maximize value and reduce risk to stakeholders by operating profitably, transparently, sustainably, and with integrity.
- **Related Topics:** product stewardship; product sustainability; supply chain sustainability; supplier diversity

Innovation and Circularity →

- **STRATEGIC GOAL:** Invest in the future through innovation in new products, processes, and technologies that provide sustainable solutions.
- **Related Topics:** circularity; innovative products and processes; partnerships



United Nations Sustainable Development Goals (SDGs)



Our 2024 Corporate Sustainability Report communicates our contributions to the United Nations Sustainable Development Goals (SDGs). Throughout the report, the applicable SDG goal icon can be found next to content that reflects these contributions. The SDGs are a set of 17 goals designed as a blueprint for achieving a sustainable future for all. While the goals were set to meet global challenges, we are committed to doing our part to contribute to the SDGs and have taken time to determine the areas where we can have the most impact. Specific targets and associated pages can be found in the Appendix, [page 61](#).

SUSTAINABLE DEVELOPMENT GOALS

UN SDG		Applicable Targets	Contributing Strategic Goals
	Ensure healthy lives and promote well-being for all at all ages	3.4: Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being 3.6: Reduce the number of global deaths and injuries from road traffic accidents 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Strategic Goal: Advance Zero Harm culture that places the care and protection of employees, community and environment first
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Strategic Goal: Provide secure and meaningful work to a diverse team of employees who feel engaged, included and valued
	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix 7.3 By 2030, double the global rate of improvement in energy efficiency	Strategic Goal: Decrease impacts to global climate change and decrease the risk of climate change impacts throughout our operations
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises 8.7: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms	Strategic Goal: Invest in the future through innovation in new products, processes, and technologies that provide sustainable solutions

UN SDG	Applicable Targets	Contributing Strategic Goals
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>9.1: Develop quality, reliable, sustainable and resilient infrastructure</p> <p>9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors</p>	<p>Strategic Goal: Invest in the future through innovation in new products, processes, and technologies that provide sustainable solutions</p>
<p>10 REDUCED INEQUALITIES</p> <p>Reduce inequality within and among countries</p>	<p>10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Strategic Goal: Provide secure and meaningful work to a diverse team of employees who feel engaged, included and valued</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>11.4: Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p> <p>11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p>	<p>Strategic Goal: Help build strong communities</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns</p>	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.4: By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Strategic Goal: Eliminate waste from our operations</p> <p>Strategic Goal: Maximize value and reduce risk to stakeholders by operating profitably, transparently, sustainably, and with integrity</p>



UN SDG	Applicable Targets	Contributing Strategic Goals
 <p>13 CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts</p>	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> <p>13.b: Promote mechanisms for raising capacity for effective climate change-related planning and management</p>	<p>Strategic Goal: Decrease impacts to global climate change and decrease the risk of climate change impacts throughout our operations</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children</p> <p>16.4: By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime</p> <p>16.5: Substantially reduce corruption and bribery in all their forms</p> <p>16.6: Develop effective, accountable and transparent institutions at all levels</p> <p>16.10: Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements</p>	<p>Strategic Goal: Maximize value and reduce risk to stakeholders by operating profitably, transparently, sustainably, and with integrity</p>



Sustainability Governance

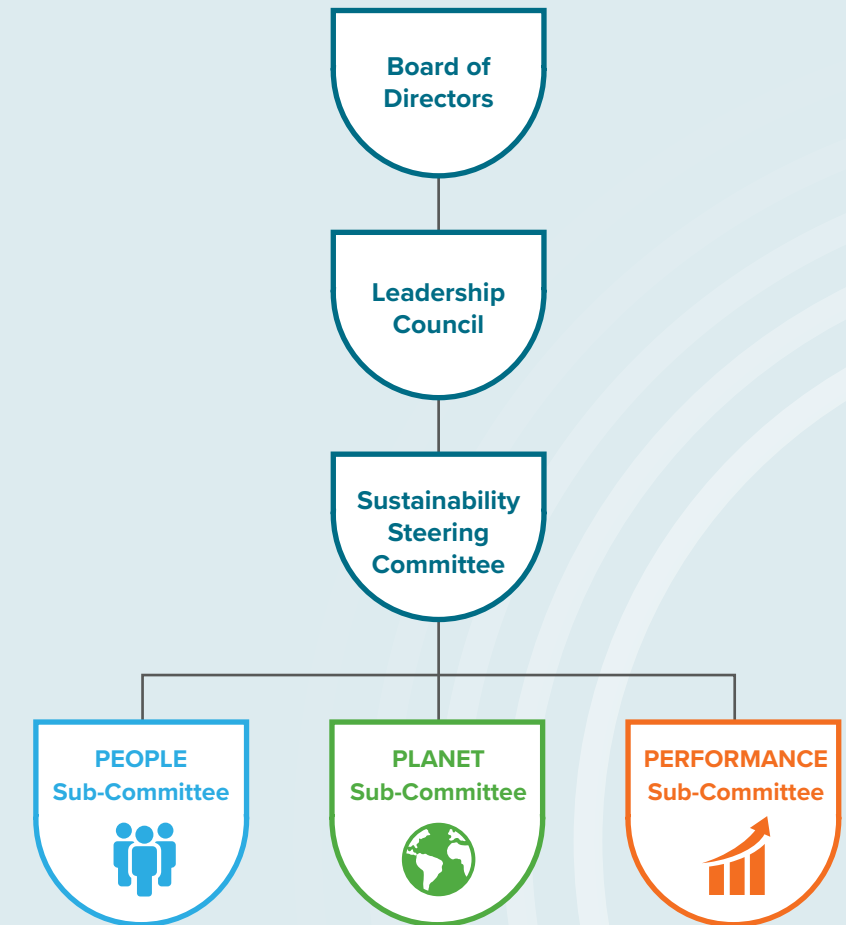
Our governance structure engages and empowers employees at all levels of the organization to implement our Sustainability Program. Our Sustainability Steering Committee, composed of members of the Leadership Council and subject matter experts throughout the company, meets periodically to review progress made on Sustainability goals. The Steering Committee is supported by the Sustainability Sub-Committees and Functional Area Sustainability Tactical (FAST) Teams who are responsible for implementing Sustainability initiatives across the company. Along with dedicated people supporting our Sustainability program, we leverage tools and internal data platforms such as our Sustainability Plan, Sustainability awareness communications campaign, our Enterprise Risk Management (ERM) program, the Koppers Sustainability Cloud, FOCUS, our safety and environmental information management system, and capital expenditures process to create an effective program.

Our **Board of Directors** has a Sustainability Committee that provides oversight of our Sustainability policies, programs and performance.

The **Koppers Leadership Council** is responsible for integrating Sustainability into our organizational culture and providing the strategic roadmap for the Koppers global team.

The **Koppers Sustainability Steering Committee** is a cross-functional team of leaders tasked with guiding and supporting the overarching intentions and goals within the Sustainability Plan.

Koppers **Sustainability Sub-Committees** are aligned with our values of People, Planet, and Performance and support the corresponding FAST Teams. They are led by designated members of the Leadership Council who are identified in the respective sections of this report.



New for 2024

Sustainability Awareness Communications Campaign

In 2024, we introduced a global communications campaign to build greater awareness of our Sustainability initiatives and achievements across the organization. The multi-channel campaign specifically focused on frontline employees through digital display boards and direct communication from facility managers to connect the material topics and strategic goals to day-to-day work and home life, where applicable.

Capital Expenditures

Koppers capital expenditure process introduced a Sustainability and Zero Harm Assessment section for new project applications as a way to evaluate how they were contributing to Koppers Sustainability goals and/or the Zero Harm culture, and the projected impact. In 2024, we saw 124 approved capital projects that had completed a sustainability assessment.



Sustainability Plan

The Koppers Sustainability Plan serves as a foundation for Sustainability initiatives at Koppers. The plan outlines the action items to be completed to achieve our seven strategic goals. The plan includes quantitative key performance indicators (KPIs) that measure the effectiveness of our actions and the progress we are making to those ends. Our progress is detailed throughout this report in the active and completed initiatives described in the People, Planet, and Performance sections and in the results of our disclosed metrics.

Zero Harm

Complementing our Sustainability Program, our culture of Zero Harm places the health, safety, and well-being of our people, environment, and communities first in everything we do. Our Zero Harm commitment extends across all functions and facilities, serving as the foundation for how we operate. We owe it to ourselves, our families, and our planet to do all we can to **Protect What Matters and Preserve The Future.**

Responsible Care® RC14001 Management System

Our Zero Harm efforts are supported by our commitment to the American Chemistry Council’s Responsible Care® RC14001 Management System Standard. Twenty Koppers facilities across Australia, Canada, Denmark, and the U.S. are certified to the RC14001:2023 Technical Specification, which combines Responsible Care® and ISO 14001 into a comprehensive management system encompassing safety, health, environment, and security.

This management system is guided by our company-wide Responsible Care Policy, which sets forth our commitment to Compliance, Pollution Prevention, Protection of People, Continuous Improvement and Communication. It’s a critical aspect of integrating our Zero Harm culture into day-to-day operations and maintaining compliance with environmental and safety regulations. We maintain our RC14001 certifications by completing compliance and management system audits across all participating facilities and locations on an ongoing basis.



Ethics

Koppers teams around the world have a shared responsibility to carry out our work with integrity. This means operating and interacting with others in a responsible, lawful, and ethical way. Some examples of how we integrate ethics and integrity across our business include mitigating risk of corruption and anti-competitive behaviors, maintaining a strong information security system, and training to promote compliance and prevent unlawful behavior. We uphold integrity in our operations through



communication and training in our policies and procedures regarding ethics, including annual training on our Code of Conduct for all employees.

We require all employees who observe a potential ethics issue or wrongdoing from any party — whether Koppers employees, customers, suppliers, visitors, or contractors working for Koppers — to report their observations to management, directly, or through the Koppers ComplianceLine, our third-party reporting system. Any matter reported through these mechanisms is included in a quarterly report which is provided to the Board of Directors. The report and any corrective actions are discussed in detail during the quarterly Audit Committee meeting. Corrective actions include, but are not limited to, discipline for those

who violated Koppers policies, retraining on policies, procedures, and expectations, and a review of incidents of non-compliance to determine what steps may be required to correct and prevent violations in the future. Koppers has a strict “no retaliation” policy, meaning no employee should ever be punished for asking legitimate questions, expressing constructive concerns, or reporting suspected wrongdoing.

The Audit Committee of our Board of Directors is responsible for assessing and overseeing the Koppers Ethics and Compliance Program. In order to assist the committee in fulfilling this responsibility, our Director of Compliance must report to the committee, no less than biennially, on the implementation and effectiveness of our Ethics and Compliance Program.

Reporting & Transparency

For Koppers, part of being a responsible business means a commitment to transparency with our stakeholders. We exhibit this commitment through our submissions to benchmarking assessments, annual reporting (including our Corporate Sustainability Report), internal reporting channels, and by engaging our communities through our Community Advisory Panel (CAP) program. More details on the CAP program can be found on [page 9](#).

We are continuing to monitor the recent proposed changes to these regulations to inform our preparation activities and timelines. We also continue to monitor other potential sustainability reporting regulations that may affect us in other jurisdictions around the globe so that our reporting and approach can be as consistent as possible.

For more details on our global double materiality assessment, please see the section Material Topics and Strategic Goals on [page 9](#).

Regulatory Sustainability Reporting

In 2024, we began evaluating our potential compliance requirements with the EU Corporate Sustainability Reporting Directive (CSRD) and the applicability of the corresponding European Sustainability Reporting Standards (ESRS). As part of this, we conducted regional double materiality assessments of our European and Australian operations and began assessing how to address any applicable new disclosures.



Sustainability Rating and Ranking Assessments

We leverage Sustainability raters and rankers to provide valuable insight into our performance compared to our industry’s best practices. We continue to evaluate our scores within these platforms and work to make improvements, where possible.

RATING	SCORE ELEMENT	2024	2023	2022	2021	SCORE CONTEXT
<u>ISS ESG</u>	Environment	6	4	5	7	Measures ESG risk management from 1 (well managed) to 10 (poorly managed).
	Social	6	6	8	6	
	Governance	2	2	1	2	
<u>EcoVadis</u>	Industry percentile	76	75	56	43*	Calculates overall score (out of 99) related to a company’s industry percentile of its disclosure and performance on Environmental, Social, and Governance topics.
<u>CDP</u>	Climate	C	C	C	C	Measures performance and disclosure of an organization’s environmental impacts from A (Leadership) to F (Failure to disclose).
	Forests	C	C	C	C	
	Water	B-	C	C	C	
<u>MSCI ESG</u>	Overall	AA	AA	AA	A	Rates the management of ESG risks and opportunities from AAA (Leader) to CCC (Laggard).

*There was no submission in 2021; this is the 2020 percentile

Internal Audit

In 2024, we concluded an internal audit over the compilation of our greenhouse gas (GHG) emissions data across our operations, which was reported within our 2023 CSR. The audit was a voluntary effort to evaluate our data management and reporting processes in preparation for future regulatory reporting requirements. Findings and recommendations were provided and incorporated into our data management systems for continuous improvement. The audit did not result in a restatement of our 2022 reported data.

Koppers Sustainability Cloud

As an additional effort to improve our reporting, we are implementing a new third-party technology platform which we call the Koppers Sustainability Cloud to serve as a Sustainability data hub. This new platform will help us collect data more consistently across our global footprint and provide better and faster insights into program performance. It also will help us align our Sustainability reporting against frameworks such as ESRS, GRI, and CDP.



PEOPLE

WE VALUE PEOPLE:

At Koppers, how you treat people matters.

Koppers success depends on our people, and we are committed to serving our global team members and the communities in which we live and work. Our strategic and supporting goals for People guide how we manage our impacts on those stakeholders. For more information on our Sustainability Governance structure, refer to [page 14](#).



STRATEGIC GOAL 1:

Provide secure and meaningful work to a diverse team of employees who feel engaged, included, and valued.

This goal is managed by a group of subject matter experts across our Culture & Engagement (C&E) team, including our Director of Talent, our Inclusion and Diversity Program Manager, and our Director of Compensation, Benefits and Human Resource Information Systems (HRIS).

SUPPORTING GOALS:

- Provide all employees with opportunities for career growth and continuing education
- Establish a structure for an environment that is supportive of all identities
- Research goals and programs for the future
- Attain recognition for our Sustainability Programs
- Implement wellness programs across the globe

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Increased engagement survey results compared to 2023.
- Implemented new digital platform for skill development.
- Launched two new Employee Resource Groups.

STRATEGIC GOAL 2:

Advance Zero Harm culture that places the care and protection of employees, community, and environment first.

This goal is managed by members of our Zero Harm team, including our Chief Legal and Sustainability Officer and Secretary, and our Vice President, Global Safety and Health.

SUPPORTING GOALS:

- Implement Zero Harm strategy and initiatives
- Reduce the number and severity of Koppers road accidents year-over-year
- Reduce process safety incidents across global operations

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Achieved Lowest Total Recordable Incident Rate (TRIR) in company history.
- Implemented new or advanced programs such as our Safe Work Permit Program, Environmental Hazard Identification Program, Global Confined Space Rescue Policy, and Narcan Training Program.
- Conducted the highest number of safety observations per year since 2018.

STRATEGIC GOAL 3:

Help build strong communities.

This goal is managed by our Vice President of External Relations and our Corporate Communications team.

SUPPORTING GOALS:

- Grow the prevalence of community engagement mechanisms across facilities
- Increase volunteerism

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Restarted the Community Advisory Panel (CAP) at our North Little Rock, Arkansas, plant.
- Donated \$900K+ through our corporate giving program.
- Employees logged 1,860 hours of volunteerism through our Koppers Cares App.





Employee Recruitment, Retention, and Experience

STRATEGIC GOAL: Provide secure and meaningful work to a diverse team of employees who feel engaged, included, and valued.

Employee Recruitment

As the global workforce evolves, we continue to investigate new methods to recruit employees from a variety of backgrounds, both to enhance our culture and to manage the challenge of strong competition for talent at all levels. To complement our inclusion and diversity efforts, we leveraged our partnership with Vibrant Pittsburgh, a nonprofit dedicated to helping

employers create inclusive workplaces, by utilizing their job boards for our Pittsburgh-based job postings. Further, in 2024 we formed a partnership with the Tennessee Department of Labor & Workforce Development to receive support from the Department’s programs geared toward hiring veterans. We also rolled out a North American referral program, which provided incentives for our employees to refer others to work at Koppers.

NUMBER OF NEW HIRES

		2024	2023	2022	2021	2020
Gender	Male	266	284	328	434	334
	Female	28	40	57	54	31
	Undisclosed	24	27	16	22	17
Age	<30	123	151	143	204	117
	30-50	149	168	193	222	159
	>50	46	32	65	84	46
Region	U.S.	276	306	346	450	342
	Global*	42	18	55	60	40

*Our Global data includes all locations where Koppers operates outside of the U.S.

% TURNOVER

	2024	2023	2022	2021	2020
Male	13%	30%	28%	25%	22%
Female	28%	15%	20%	15%	15%
Undisclosed	26%	36%	0%	20%	33%
<30	67%	64%	61%	60%	44%
30-50	26%	26%	26%	23%	23%
>50	11%	14%	16%	14%	11%
U.S.	29%	31%	29%	26%	21%
Global*	16%	16%	18%	17%	24%



Employee Retention

Koppers success depends on our talented and qualified employees. Retaining top talent and preserving institutional knowledge is particularly important given the fierce competition for qualified employees in most markets where we operate.

We tailor our efforts for employee retention to focus on factors most relevant to the regions where our employees live and work. We aim to provide competitive compensation, meaningful benefits, and a strong culture where employees feel they belong and can build a career.



Increase in overall favorable Engagement Survey responses

One important way we measure the success of our retention efforts is through an annual global Employee Engagement Survey, which measures engagement and satisfaction. The survey informs continuous improvement decisions that will make a meaningful difference in our employees' experience. In 2024, our response rate was 55% and we saw an increase in overall favorable responses, including employees agreeing that they would recommend Koppers as a place to work and agreeing that they are happy working at Koppers.

Last year's survey highlighted communication flow, action-taking, and decision-making as key opportunities for growth. Across our global operations, we have enhanced communication flow through daily check-in meetings, cross-departmental alignment and effective use of tools such as Microsoft Teams. Implementing regular town hall meetings at our plants helped increase clear communication across all levels. Leaders reviewed all responses with their team members, collaboratively set focus area goals, and took action to ensure that the feedback received resulted in positive changes. Leaders strived to ensure the decision-making process is transparent to all team members by communicating the rationale behind decisions and regularly reviewing outcomes to continuously improve.



EMPLOYEE ENGAGEMENT SURVEY RESULTS

	2024	2023	2022	2021
Employees said they would recommend Koppers as a place to work	79%	78%	75%	74%
Employees said they are happy working at Koppers	81%	80%	77%	76%
Favorable Responses	80%	79%	77%	73%
Neutral Responses	14%	16%	18%	20%
Unfavorable Responses	6%	5%	5%	7%



Employee Retention, cont.

Our ability to address employee needs and create a supportive environment is reflected in our employee retention rates. Nearly all employee groups had increased retention in 2024 compared to 2023. We are continuing to identify opportunities to increase retention for those who have worked at Koppers for fewer than three years.

RETENTION RATES

		2024	2023
Race/Ethnicity	Racially / Ethnically Diverse	72%	71%
	Non-Racially / Ethnically Diverse	78%	75%
Years of Service	10+ years	95%	95%
	5+ to 10 Years	92%	86%
	3+ to 5 Years	83%	82%
	1+ to 3 Years	74%	80%
Total		75%	73%



Training and Education

SUPPORTING GOAL: Provide all employees with opportunities for career growth and continuing education.

At Koppers, we prioritize professional development and seek to provide opportunities for employees at every level to learn and lead. Our Koppers College program, carried out in partnership with Robert Morris University, has played a foundational role in providing ongoing education and professional development for our employees.

Koppers College programs often include internal networking components and exposure to Koppers leadership to improve cross-functional collaboration, confidence building, and idea-sharing.

Koppers College Programs

- **Business Degree:** Designed to enhance Koppers employees' business skills through Mathematics, Computer Skills, Business Writing, and Leadership courses.
- **Foundations of Leadership:** Virtual three-month program designed to enhance leadership skills for team members at all levels of the organization.
- **Leadership in Action:** In-person, one week program led by both Koppers employees and Robert Morris University faculty that is designed to support and develop employees in current leadership roles.



- **Emerging Leaders:** Created with the intention to develop employee networks and enhance understanding of general finance and business operations concepts.
- **Koppers Leadership Forum:** An in-person program that includes a series of four customized modules designed to provide development around personal, group, and organizational leadership.
- **Women in Leadership:** Offers courses and guidance for female identifying employees at all levels of the organization on topics that build skills for self-confidence, career advancement, and network-building.



EMPLOYEE TRAINING METRICS

	2024	2023	2022	2021	2020
Average hours of training per employee through Koppers College	47	40	35	35	35
Employees enrolled and completed Koppers College Programs	89	147	96	92	Not reported



New Learning Management System

In 2024, the C&E team implemented a new digital platform to support all Koppers employees in developing their skills. The learning management system (LMS) platform provides employees with easier access to both required and optional training, offering relevant and interesting topics, including leadership skill-building, safety, wellness, time management, business writing, and decision-making. The LMS also improves accessibility to training, particularly for our plant employees, by being available from any device at any time. In 2024, 1,436 courses were completed and 12% of the global workforce completed two or more courses.

Railway Tie Association Tie Grading Seminar

In 2024, 15 Koppers employees completed the annual Railway Tie Association Tie Grading Seminar, which offers comprehensive classroom and hands-on learning opportunities for sawmillers, producers, and railroaders, covering everything from wood tie sourcing to engineering. The sessions covered crosstie defects, and wood identification tests.

Two Koppers employees excelled in this seminar: Jordan Armstrong, Tie Inspector Supervisor, scored highest on the Final Test for Grade and Species ID; and Crystal Spencer, Tie Unloader Inspector, scored highest on the Practice Test for Grade and Species ID.

Inclusion & Diversity

SUPPORTING GOAL: Establish a structure for an environment supportive of all identities.

SUPPORTING GOAL: Research goals and programs for the future.

Koppers is committed to embracing the differences across our workforce. We aspire to create a space where people of all identities are valued, respected, seen, and heard. Koppers promotes inclusive behavior through its corporate policies, such as our gender-inclusive dress code, and our bereavement policy, which expands the definition of family.

Our Inclusion and Diversity (I&D) Steering Committee oversees our I&D efforts and is composed of diverse representatives in terms of location, seniority level, and identity. The Steering Committee oversees five project teams that each focus on a specific area of I&D

program implementation: Communications and Awareness, Policy Review, Frontline Worker Participation, Inclusive Language, and Employee Resource Groups. This team incorporates feedback from the Leadership Council in their actions and when seeking approval for new initiatives.

In 2024, we established a model for highlighting various groups during different months, such as Black History Month in February and Pride Month in June. These communications highlight I&D content that provide employees with an opportunity to learn and participate throughout the year.



Employee Resource Groups

In 2024, we launched an Employee Resource Group (ERG) Program that standardized practices and policies for current and future ERGs. This has allowed our ERGs to operate more autonomously and consistently.

In 2024, we added two new ERGs to expand our support system for employees.

ERG METRICS

	2024	2023
Percent of employees participating in ERGs	6%	8%
Percent of employees participating in I&D Trainings*	2%	9%
Percent of employees participating in I&D Programs**	20%	NR

* I&D Trainings include Leadership Conference sessions, Inclusion in Action, and C&E I&D trainings.

** I&D Programs include ERG interest sessions and program launches, I&D training sessions, participation in frontline engagement sessions, and any other events sponsored by the I&D Committee

NR = Not Reported

Frontline Worker Participation

In 2024, our U.S. I&D team launched a Frontline Worker Participation Project. This project included visiting frontline workers at our Eutawville, South Carolina, and Rock Hill, South Carolina, locations to learn how we can improve engagement and feelings of belongingness. Based on feedback, the project team is focusing its efforts on two areas: enhance the current mobile kiosk system to increase frontline accessibility to company initiatives; and design a communications plan that centers around frontline workers.

Efforts to enhance the current kiosk system have already begun and include replacing stationary laptops located in administrative buildings with tablets. This upgrade enables employees to use the tablets throughout the Koppers site as well as at their homes, so access to Koppers culture activities can better fit into employees' schedules. The mobile kiosk program will continue implementation throughout 2025.

Women in Chemicals Conference

At the 2024 Women in Chemicals Conference in Houston, Texas, Camille Goleb, Program Manager, Inclusion & Diversity, led a session about the importance of I&D in employee experiences and how I&D challenges appear in the workplace. Stacey McKinney, Vice President, Technical Services, was honored as a finalist for Woman of the Year for her contributions to the field and for being a positive influence for women.



LINK WOMEN

Audience: Female employees

Focus: Confidence and leadership in the workplace; navigating barriers and challenges; mentorship and inspiring others.

LINK PARENTS

Audience: Koppers employees who are working parents

Focus: Resources, network for peer support, navigating challenges.

LINK UP

Audience: Upcoming, developing, and new employees

Focus: Network development, career resources, and learning about the manufacturing industry.

LINK ABILITY

Audience: Koppers community members impacted by disabilities, mental health challenges, or neurodiversity

Focus: Resources and support in a safe, supportive, and inclusive workplace.



WORKFORCE DEMOGRAPHICS

KOPPERS HEADCOUNT		2024	2023	2022	2021	2020
Full Time	Australia/ New Zealand	196	181	190	188	179
	Europe	137	149	148	154	151
	North America	1,690	1,707	1,715	1,674	1,667
	South America	21	11	NR	NR	NR
	Total – Male	1,647	1,666	1,700	1,681	1,675
	Total – Female	310	304	306	282	275
	Total – Undisclosed Gender	87	67	77	72	68
Part Time	Australia/ New Zealand	17	19	7	NR	NR
	Europe	7	7	5	NR	NR
	North America	13	13	12	NR	NR
	Total – Male	13	10	15	16	21
	Total – Female	13	15	9	19	18
	Total – Undisclosed Gender	11	14	0	4	4
Temporary	Australia/ New Zealand	11	16	0	13	15
	Europe	0	0	1	1	1
	North America	0	9	1	12	13
	Total – Male	4	10	2	10	15
	Total – Female	1	4	0	12	10
	Total – Undisclosed Gender	6	11	0	4	4

NR = Not Reported

EMPLOYEE DEMOGRAPHICS

		2024	2023	2022	2021	2020
Gender	Females	16%	15%	15%	14%	14%
	Males	80%	81%	81%	82%	83%
	Undisclosed	4%	4%	4%	4%	3%
Race/Ethnicity	American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%	<1%
	Asian (Not Hispanic or Latino) (United States of America)	1%	1%	1%	1%	<1%
	Black or African American (Not Hispanic or Latino) (United States of America)	17%	19%	17%	15%	17%
	Hispanic or Latino (United States of America)	5%	5%	3%	4%	5%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%	<1%
	Two or More Races (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%	<1%
	White (Not Hispanic or Latino) (United States of America)	55%	54%	54%	54%	52%
	Undisclosed	19%	19%	13%	16%	17%
Age	<30 Years Old	18%	18%	17%	16%	19%
	30-50 Years Old	45%	45%	44%	44%	42%
	>50 Years Old	37%	37%	39%	40%	39%

Due to rounding, some groupings may not total to 100%.

MANAGEMENT* DEMOGRAPHICS

		2024	2023	2022	2021	2020
Gender	Males	80%	82%	81%	82%	81%
	Females	17%	18%	16%	14%	14%
	Undisclosed	3%	<1%	4%	4%	5%
Race/Ethnicity	American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%	<1%
	Asian (Not Hispanic or Latino) (United States of America)	2%	3%	2%	2%	2%
	Black or African American (Not Hispanic or Latino) (United States of America)	5%	6%	6%	5%	5%
	Hispanic or Latino (United States of America)	1%	1%	2%	2%	<1%
	Two or More Races (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%	<1%
	White (Not Hispanic or Latino)	71%	69%	64%	64%	64%
	Undisclosed	18%	20%	14%	14%	14%
	Age	<30 Years Old	6%	6%	7%	8%
	30-50 Years Old	49%	49%	47%	45%	48%
	>50 Years Old	45%	45%	46%	47%	43%

Due to rounding, some groupings may not total to 100%.

*Management is defined as employees with a management level of Chief Executive Officer, President, Senior Vice President, Vice President, Director, Senior Operations Manager, Operations Manager, Manager, Plant Manager, Assistant Plant Manager, Office Manager, or Supervisor

EXECUTIVE LEADERSHIP* DEMOGRAPHICS

		2024	2023	2022	2021	2020
Gender	Males	80%	81%	82%	89%	83%
	Females	20%	19%	18%	11%	17%
Race/Ethnicity	Asian (Not Hispanic or Latino) (United States of America)	8%	8%	5%	6%	3%
	Black or African American (United States of America)	8%	8%	NR	NR	NR
	Identified as a Race/Ethnicity outside of the USA	5%	8%	NR	NR	NR
	White (Not Hispanic or Latino) (United States of America)	70%	64%	63%	89%	71%
	Undisclosed	10%	12%	16%	6%	17%
Age	<30 Years Old	0%	0%	0%	0%	0%
	30-50 Years Old	20%	14%	16%	11%	23%
	>50 Years Old	80%	86%	84%	89%	77%

Due to rounding, some groupings may not total to 100%.

NR = Not Reported

*Executive Leadership is defined as employees with a management level of Chief Executive Officer, President, Senior Vice President, or Vice President

Employee Wellness

SUPPORTING GOAL: Implement wellness programs across the globe.

At Koppers, we promote healthy lifestyles and decision-making among our employees both at work and at home. We believe that employee success and fulfillment outside of work also translates into better performance in the workplace.

To support this effort, Koppers continues to use Wellbeats Wellness, a virtual wellness platform that offers a wide range of on-demand fitness, nutrition, and mindfulness classes. In 2024, 38% of our global population was enrolled within our Wellbeats platform, and we continue to look for ways to make programming more relevant to increase participation.

To incentivize employees to take proactive measures to improve their health, employees in the U.S. who complete our Wellness Program receive a \$500 reduction in their healthcare premium for the following year. To qualify, employees must complete a biometric screening, tobacco attestation, mental health surveys, and a Koppers Cares for You two-week program. In 2024, 38% of U.S. employees participated in the program and 28% completed the program to receive their \$500 reduction.

In our efforts to continue prioritizing mental wellness across the organization, Koppers rolled out a new educational webinar in 2024 to help employees effectively manage stress and anxiety. Our engagement survey confirmed the webinar was effective, with 74% of respondents agreeing that mental health awareness resources are available at Koppers.



38% of our global population was enrolled within our Wellbeats platform in 2024

EMPLOYEE WELLNESS METRICS

	2024	2023
Percent of employees with access to Wellness Programs	100%	87%
Percent of global employees who participate in Wellness Programs	37%	29%
Wellbeats enrollment	38%	33%
Wellbeats utilization*	30%	27%
Percent of engagement survey responses who agreed there are mental health awareness resources at Koppers	74%	76%

**Utilization is based on the percentage of days of the reporting period that Koppers employees utilized the app*



Health and Safety

STRATEGIC GOAL: Advance Zero Harm culture that places the care and protection of employees, community, and environment first.

Koppers Zero Harm Culture

SUPPORTING GOAL: Implement Zero Harm strategy and initiatives.

For nearly a decade, Koppers has worked to embed our Zero Harm culture throughout all levels and locations of the organization. Our strong health and safety culture and steady decrease in safety-related injuries can be attributed to an increase in communications globally, commitment to frontline worker training, and a successful Zero Harm technology platform to track our performance in key indicators such as the leading and lagging metrics included within this report. In 2024, Koppers achieved the lowest TRIR in company history. Protecting what matters means caring for our most valuable resources, our people, and we are proud to continue improving our Zero Harm culture every day.

In 2024, we held our seventh annual Zero Harm Coordinator Conference in Florence, South Carolina. More than 50 attendees from across our U.S. facilities traveled to engage with other employees and learn more about Koppers increased focus on environmental performance and enhanced process safety.

Through our Zero Harm Workshops, we have continued to engage employees in a variety of topics, such as Koppers Life-Saving Rules which encompass fall prevention measures, work permits, energy isolation, and more.

To uphold and improve our culture of Zero Harm, we rolled out several programs in 2024, such as our Safe Work Permit Program, Global Confined Space Rescue Policy, and our Narcan Training Program. We also began pilot testing our new Proximity Warning System and Ergonomics Program. These programs have contributed to our historical low Occupational Safety and Health Administration (OSHA) Total Recordable Incident Rate and a reduction in our Days Away, Restricted or Transferred metric.



Safe Work Permit

Our Safe Work Permit (SWP) system was implemented in response to data showing an increase in safety incidents due to miscommunication among employees who were typically not assigned to a specific area of a facility and lacked awareness of specific safety risks. Supervisors can now use the SWP system to approve work to be conducted in their area of responsibility, communicate hazards that could be present, and identify controls to mitigate the hazards before work begins. This program began in the latter half of 2024, and we intend to complete global training in 2025. Early data suggests that fewer incidents are occurring as a result of this program.

Global Confined Space Rescue Policy

Some of our operations involve entry into confined spaces to perform various maintenance and cleaning tasks. Confined spaces can provide increased risk to employees and contractors due to having limited access to exits and the potential for hazardous atmospheres. Potential rescuers have a high likelihood of fatality if they lack proper training and equipment. Knowing this risk, Koppers took the initiative to ensure the safety of potential rescuers in a confined space incident. We have implemented a Global Confined Space Rescue Policy that establishes a set of standards and expectations to ensure that high-risk confined space entry jobs have appropriate emergency rescue available. The policy defines emergency rescue response times and requires training and equipment for our employees, providing them with the tools to effectively respond and rescue should an incident occur.

Naloxone Program

Studies have found that the manufacturing industry is particularly vulnerable to the opioid epidemic¹, and Koppers is proud to be one of the first companies in the U.S. to stock Naloxone at our facilities as a precautionary measure. In 2024, we were recognized by the National Safety Council as an industry leader for this effort. Koppers Zero Harm department implemented an opioid overdose response program after assessing the risk for workplace overdose and investigating risk mitigation strategies. The response program includes the creation of policies and procedures and provides stocks of opioid overdose reversal medication in automated external defibrillator (AED) cabinets or elsewhere onsite to improve response times to emergencies. The program also provides opioid overdose emergency training for all staff in conjunction with the Koppers emergency response training and supports post-overdose response policies.

Koppers also provides services through our employee assistance program to aid employees dealing with substance misuse and addiction and to encourage open discussions about experiences.

Proximity Warning System

We are implementing a new Proximity Warning System (PWS) that utilizes AI technology to identify pedestrians who are too close to mobile equipment. The system provides a visual and auditory warning to both the pedestrian and the equipment operator. The goal is to reduce the number of interactions that our equipment has with employees working within the operations facilities and prevent potential hazards. This project is being piloted at two different Koppers locations. The results will help to determine the extent and speed at which the program is rolled out across the organization.

Ergonomics Program

Strain and sprain injuries have long been the most common type of workplace injury at Koppers, due to the physical nature of many roles. In a new effort to address this challenge, we are evaluating potential tools to assist in the identification, prioritization and mitigation of these ergonomic risks. These tools utilize video to capture employees performing work tasks and then leverage AI technology to identify the work steps that have the greatest risk of strain or sprain injury. This enables management to focus on improving the appropriate work steps that have the greatest risk of injury and, subsequently, re-evaluate the task to ensure the injury risk has been reduced. Currently, five Koppers sites are testing an ergonomic tool with the intention of expanding to other sites in 2026 if the pilot is successful.



⁽¹⁾ Mchugh, M. *Opioids and Other Addictive Substances in the Manufacturing Environment: Challenges and Best Practices INTRODUCTION and EXECUTIVE SUMMARY*; 2019. <https://www.feinberg.northwestern.edu/sites/health-outcomes/docs/opioids-report-march-23.pdf>.





HEALTH AND SAFETY LAGGING INDICATORS

	2024	2023	2022	2021	2020	2019	2018
Fatalities	0	0	0	0	0	0	0
Number of Hours Worked	4,763,660	4,914,847	4,683,780	4,456,745	4,725,398	4,854,637	4,785,340
Total Serious Incident Rate ⁽¹⁾	0.04	0.04	0.04	0.05	0.13	0.21	0.25
Total Serious Injuries/Illnesses	1	1	1	1	3	5	6
Days Away Restricted Transfer (DART) Rate ⁽²⁾	1.47	1.71	1.79	1.75	1.31	1.4	1.83
DART Injuries/Illnesses	35	42	42	39	65	34	44
Total Recordable Incident Rate (TRIR) ⁽³⁾	2.52	2.73	3.07	3.10	3.85	3.05	2.67
Total Recordable Injuries/Illnesses	60	67	72	69	91	74	64
Main Types of Work-Related Ill Health	Heat exhaustion, skin irritation	Heat exhaustion, hearing loss	Heat exhaustion, skin irritation	COVID-19 Infection, Chemical Burn	COVID-19 Infection	Respiratory Disorder	N/A
Main Types of Work-Related Injury	Strains/Sprains and Bruises Contusions	Strains/Sprains and Bruises Contusions	Sprains/Strains and Cuts/Lacerations	Sprains/Strains and Cuts/Lacerations	Sprains/Strains and Cuts/Lacerations	Sprains/Strains and Cuts/Lacerations	Sprains/Strains and Bruises/Contusions

(1) Total Serious Incident Rate: Total serious incident injuries/illnesses x 200,000/Total Work Hours.

(2) Days Away Restricted Transfer Rate: Days Away and Restricted Transfer injuries/illnesses x 200,000/Total Work Hours.

(3) Total Recordable Incident Rate: Total # injuries/illnesses x 200,000/Total Work Hours.

HEALTH AND SAFETY LEADING INDICATORS

	2024	2023	2022	2021	2020	2019	2018
Safety Observations	22,987	21,996	17,000	18,705	17,077	14,656	2,393
Physical Hazards Identified	3,107	2,783	2,232	2,533	2,643	1,863	780
Near Misses Reported	178	198	177	202	237	373	217



Fleet Safety

SUPPORTING GOAL: Reduce the number and severity of Koppers road accidents year-over-year.

We are focused on management and mitigation of the risks related to our U.S.-based fleet. To effectively manage and reduce our fleet-related incidents, Koppers utilizes a third-party platform for electronic logging devices (ELDs) and global positioning system (GPS) tracking and data collection. The platform, Motive, provides real-time location tracking, speeding trends, seatbelt usage, dashcam footage, and alerts for at-risk driving events such as hard braking, hard acceleration, and hard cornering. Through utilization of Motive and our continued focus on employee training and emphasis on a Zero Harm culture, Koppers achieved a 54% year-over-year reduction in vehicle incidents compared to 2023.

All drivers of company-owned or leased vehicles were required to complete Defensive Driving Training in 2024. To promote safe driving outside of work, we also covered the cost of this training for all other employees in the U.S.



**2024
Truck Driving
Champions**
David Dunn – UIP
Bill Bailey – KRR
Dennis Roberts – KRS

FLEET SAFETY METRICS

	2024	2023	2022	2021
Reduction in Speeding events between January 1 and December 31	52%	55%	29%	35%
Number of Transport Incidents*	0	1	5	4

*Defined by SASB as significant events that involve transportation and require reporting to any regulatory body

The Koppers fourth annual Truck Driving Championship celebrated the top fleet drivers from each of our three Business Units with Commercial Motor Vehicles (CMVs). To qualify for the competition, drivers must have met several requirements, including maintaining traveling under 5% of the speed limit on average, zero inspection violations, zero at-fault accidents on public roadways, and more.

Process Safety

SUPPORTING GOAL: Reduce process safety incidents across global operations.

Process Safety Management Training

This year we rolled out a new process safety training for our Zero Harm Coordinators that included two focus areas: Piping and Instrumentation Diagrams (P&ID) and Lock Out Tag Out (LOTO). These two topics support each other within process safety as P&ID are used as a tool to explain where energy and chemical sources are located within the manufacturing processes line by line, and LOTO explains how to properly and safely isolate the energy sources as needed.

Along with the training for Zero Harm Coordinators, this initiative includes training specifically for new hires, conducting assessments of operations to identify hazards, and updating building infrastructure to improve safety. Equipping our employees with this information is intended to lead to a better understanding of how chemical systems are connected at each site, ultimately leading to a safer working environment.



Hazard Analyses

To identify and prevent severe incidents such as fires and explosions, which can lead to safety incidents and environmental impacts, we conduct several hazard analyses, including Process Hazard Analyses (PHA), Dust Hazard Analyses (DHA) and Layer of Protection Analyses (LOPA) as part of our process safety initiatives. These analyses are routinely performed in our CMC and PC business units, with expansion into other business units planned for 2025. Recommendations from hazard analyses are designed to either reduce or eliminate operational risks. Progress on implementation of these recommendations are tracked in FOCUS, our safety and environmental information management system. From these hazard analyses a list of ranked recommendations are issued to reduce or remove the risk. Actions are tracked in the FOCUS system to ensure completion.

- **Process Hazard Analyses (PHA):** A review of operations to identify potential hazards and their causes.
- **Dust Hazard Analyses (DHA):** A systematic process intended to identify, assess, and mitigate potential hazards associated with combustible dust.
- **Layer of Protection Analyses (LOPA):** A risk assessment used to evaluate the likelihood of a hazardous event by analyzing the probability of failure of each independent safety layer.

The hazard analyses are conducted with a cross-functional team to ensure a robust evaluation, providing a roadmap for mitigating potential hazards that can harm our employees, business continuity, and surrounding environment. These analyses target how process safety incidents can occur, the severity and likelihood of the event, the consequences to Koppers and our communities, and how we can protect against them. PHAs are scheduled for a five-year rotating cycle for our chemical handling areas, to ensure the hazard reviews remain up to date with plant changes. In cases where a PHA may be delayed, we document the reasons and work to get them back on schedule. In 2025, we will begin incorporating the RPS facilities into the same five-year rotation cycle as our CMC and PC facilities, striving to meet the minimum safety requirements for treating cylinders. More details on our treatment cylinder safety requirements can be found below.

Minimum Safety Requirements for Treating Cylinders

In 2024, our Engineering team led the effort to create a new engineering standard at Koppers – *Minimum Safety Requirements for Treating Cylinders* – to increase safety around wood treatment cylinder design and operation for our RUPS treating facilities. These cylinders are the primary equipment used to treat our railroad ties and utility poles. These requirements aim to prevent any environmental impact or safety incidents caused by an unexpected cylinder door opening that could release liquid chemicals and/or wood products into the process area.



PROCESS SAFETY METRICS

	2024	2023	2022	2021
Process Safety Incidents Count (PSIC)	3	0	0	4
Process Safety Total Incident Rate (PSTIR)	0.58	0	0	0.63
Process Safety Incident Severity Rate (PSISR):	6.39	0	0	3.45

*Process Safety Total Incident Rate = (Total number of process safety events*200,000) / (Total amount of working hours)*

*Process Safety Incident Severity Rate = (Weighted ranking of events as defined by 48 of API 754 Table D.1-Tier 1 PSE Severity Ranking *200,000) / (Total amount of working hours)*

Work hours are calculated as all processing site work hours for the year minus admin hours



Community Engagement

STRATEGIC GOAL: Help build strong communities.

Koppers continues to support the strong relationships we have built in the communities where we live and work through our Community Advisory Panel (CAP) programs, in addition to charitable giving and volunteerism across a broad spectrum of causes that align with our values.

Community Advisory Panels

SUPPORTING GOAL: Grow the prevalence of community engagement mechanisms across facilities.

As part of our commitment to being good neighbors, Koppers has long sponsored CAPs in locations around the world where we have a manufacturing presence. These CAPs help create two-way dialogue with local leaders and residents so that we can remain a transparent and trusted community partner in addition to using our organizational resources to help meet community needs.

In early 2024, we restarted the CAP at our North Little Rock, Arkansas, plant, which had been paused in 2020 due to the COVID pandemic. The initial meeting focused on discussion of the biggest changes that had happened in both the community and at the facility since 2020. The Koppers team also detailed the substantial investment we made to improve our rail tie treatment process.

Our Somerville, Texas, plant also held its first post-pandemic community meetings that featured updating area first responders, healthcare facility leadership, and local educators about recent plant developments and capability expansions to support Koppers growth in the Texas utility pole market.



These CAPs also conduct community service projects led by Koppers employee volunteers, including the following initiatives from 2024:

- **Somerville, Texas, RPS facility** renewed partnerships with local school leaders to develop vocational curriculum and career pathways for students.
- **Stickney, Illinois, CMC facility** established a lawn mower exchange opportunity for local residents. Koppers purchased 100 environmentally friendly, battery powered lawn mowers and in exchange collected more than 100 used gas mowers, which were brought to a local salvage company for environmentally responsible disassembly and disposal.
- **Mayfield, Australia, CMC facility** supported the Mission to Seafarers by providing items to be included in Christmas care packs for seaman.

Charitable Giving Highlights

As a major employer and key contributor to the economy in many of our operating areas, Koppers is committed to making a positive impact by supporting local organizations that align with our company values.

Some highlights from 2024 include:

- **Pittsburgh, Pennsylvania, Koppers HQ** – Koppers continued our Strikeout Program partnership alongside the Pittsburgh Pirates. For every strikeout by a Pirates pitcher, Koppers donated \$50 to a designated local charity to help improve the Pittsburgh community. In total, we contributed \$67,800 throughout the 2024 season, benefiting March of Dimes, Breakthrough T1D, The Leukemia & Lymphoma Society, Junior Achievement, and VisAbility.
- **Rock Hill, South Carolina, PC** – Employees donated essential school supplies to two local schools, York Prep Academy and Oakdale Elementary.

- **Ashcroft, British Columbia, RPS** – Employees utilized part of their 2023 Zero Harm President’s Award funds to make a \$2,000 donation to the Elizabeth Fry Society Food Bank.
- **Mayfield, Australia, CMC** – Through an employee fundraising campaign and company match, the Mayfield team donated a total of \$4,500 to the Children’s Cancer Institute.
- **Newsoms, Virginia, UIP; Eutawville, South Carolina, UIP; and Griffin, Georgia, PC** – Employees conducted donation drives to support those impacted by Hurricanes Helene and Milton.



Koppers Kindness Fund

The Koppers Kindness Fund supports team members experiencing unexpected financial hardship due to a major life-changing event. The fund is supported through corporate contributions and employee donations. During 2024, multiple employees impacted by Hurricanes Helene and Milton received grants from the fund.

Volunteerism Highlights

SUPPORTING GOAL: Increase volunteerism.

Koppers employees actively engage in volunteerism, contributing their time and efforts to support their local communities through various initiatives.

New in 2024, to encourage more volunteering we updated our Volunteer Time Off (VTO) policy increasing paid days off for volunteering from one day per year to two days per year.

Some highlights from 2024 include:

- **Joinville, Brazil, PC** – Team members volunteered in the Rio Grande do Sul state of Southern Brazil after devastating rains and catastrophic flooding caused displacement of more than 300,000 people. The Koppers team raised money to purchase and deliver blankets, food baskets, water bottles, and milk packages to support the community in the recovery process.
- **Eutawville, South Carolina, UIP** – Teams took to the lake to lend support for Hands of a Sportsman – a nonprofit that provides opportunities for individuals with physical, emotional, financial, or circumstantial challenges to enjoy a day of outdoor activities. Participants and their families were partnered with volunteers, including those forming Team Koppers, to enjoy a day of fishing at Lake Wateree in South Carolina.

- **Pittsburgh, Pennsylvania, HQ** – Koppers IT Team hosted a volunteer day event with Computer Reach, a nonprofit organization dedicated to bridging the digital divide by refurbishing and distributing computers to those in need. Employees used their skills to support students and families.
- **Hubbell, Michigan, PC** – Employees visited the local nursing home, GreenTree of Hubbell Rehab and Health, to play bingo and share goodies and prizes.
- **Florence, South Carolina, RPS** – Employees commemorated Juneteenth through food and community service. Volunteers spent the day picking up litter, beautifying an underserved community, and having a cookout for children and the unhoused.
- **Nyborg, Denmark, CMC** – Employees hosted students from a local school for a tour of the facility and to take part in a variety of activities coordinated by our apprentices to learn more about the manufacturing field and potential educational paths.

- **Rock Hill, South Carolina, PC** – Worked together to revamp their vegetable garden by re-soiling, planting seeds and flowers, and picking up trash.
- **Madison, Wisconsin, RPS** – Partnered with the City of Madison Parks to clean up Vilas Beach Park, where they picked up trash, raked, and weeded around the park.
- **Nyborg, Denmark, CMC** – Partnered with a local school to create nesting boxes and insect hotels, as well as planting flowers and bushes, to attract birds and insects.
- **Florence, South Carolina, RPS** – Partnered with Keep Florence Beautiful to pick up trash along Jeffries Creek and the Rail Trail.
- **Mayfield, Australia, CMC** – Partnered with Mayfield West Public School to plant four lemon trees, two lime trees and one mandarin tree in their orchard. Additional funds were used to purchase a picnic table for all to enjoy the orchard.

Preserving the Earth Campaign

In 2024, Koppers hosted our Preserving the Earth Campaign for the third consecutive year from April to June to reaffirm our commitment to taking care of the planet and celebrate both Earth Day and World Environment Day. This year, 25 facilities from around the globe participated in events ranging from planting gardens to cleaning up local parks.

Some event highlights in 2024 include:

- **Domino, Texas, RPS** – Partnered with the Golden Villa Nursing Home to help plant trees and hang bird feeders around the property.
- **Griffin, Georgia, PC** – Planted wildflowers to help beehive preservation, cleaned up trash and debris along the road, and worked without office lights to support energy conservation.
- **Pittsburgh, Pennsylvania, HQ** – Partnered with the Pittsburgh Parks Conservancy to plant native perennials and grasses and remove invasive species in a local park.





PLANET

WE VALUE THE PLANET:

At Koppers, taking care of our planet matters.

Our Planet goals reinforce the integration of environmental stewardship into our daily operations. These efforts are led by our Chief Legal and Sustainability Officer and Secretary, who oversees the Planet Sub-Committee. This Sub-Committee is made up of internal experts in energy, environmental performance, and climate who lead various initiatives to advance our goals and manage risk in those areas. More information about our Sustainability Governance structure can be found on [page 14](#).



7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	15 LIFE ON LAND
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STRATEGIC GOAL 1:

Decrease impacts to global climate change and decrease the risk of climate change impacts throughout our operations.

This goal is managed by our Director of Environmental and Social Responsibility, and our Business Value Integration Manager.

SUPPORTING GOALS:

- Establish a new Scope 1 & 2 greenhouse gas emissions reduction goal.
- Continue refinement of Scope 3 greenhouse gas emission data collection processes.
- Reduce risk to the company by strengthening the resilience and adaptive capacity of facilities facing potential climate-related hazards.
- Increase renewable energy use.
- Reduce energy use.

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- 40,000 utility poles delivered by Koppers to support those affected by Hurricanes Helene and Milton.
- 27% of our energy consumed was produced by renewable sources.
- >50% reduction in Scope 1 & 2 greenhouse gas emissions against our 2007 baseline.
- Developed initial Scope 3 estimate across our global footprint.

STRATEGIC GOAL 2:

Eliminate waste from our operations.

This goal is managed by our Director of North American Environmental Affairs and our Director of Environmental and Social Responsibility.

SUPPORTING GOAL:

- Reduce waste production year over year, including solid and water waste output, as well as reducing excessive resource use.

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Second consecutive year that our Virginia facilities have earned statewide recognition for their environmental performance.
- Expanded our longstanding Physical Hazard Identification program to also include potential environmental hazards.



Photo by Koppers Employee Jacob McBrayer





Climate Change Mitigation and Adaptation

STRATEGIC GOAL: Decrease impacts to global climate change and decrease the risk of climate change impacts throughout our operations.

Greenhouse Gas Emissions Management

SUPPORTING GOAL: Establish a new Scope 1 & 2 greenhouse gas emissions reduction goal.

SUPPORTING GOAL: Continue refinement of Scope 3 greenhouse gas emission data collection processes.

In 2023, we were proud to have achieved our greenhouse gas (GHG) target seven years early. Central to this accomplishment was our ability to meet customer production demands more efficiently through a multi-year effort to increase individual plant capacity and decommission smaller, less-efficient facilities. In addition, we attribute this achievement to successfully optimizing energy consumption, identifying alternative energy sources with lower emissions, and monitoring our emissions and their sources.

While we have made significant progress, we recognize there is still work to do. In 2024, we continued to implement strategies to increase our renewable energy consumption and identify more opportunities to reduce our emissions in the future. While there was a 9% increase in our global Scope 1 and 2 GHG emissions in 2024, this is primarily attributed to the addition of three new facilities in our UIP business. Our Scope 1 and 2 GHG emissions intensity held steady from 2023, and absolute emissions continued to decrease at a portion of our legacy sites.

To guide our future efforts, we have a dedicated task force, supported by a third-party consultancy, that is currently evaluating how we can continue to reduce our carbon footprint. We aim to announce our new GHG reduction goal in our 2025 CSR.

Scope 3 Emissions

In 2024, Koppers completed an initial Scope 3 emissions inventory across our global footprint, using 2022 as a baseline year. We used operationally available data to determine estimated Scope 3 emissions based on the 15 categories outlined in the Greenhouse Gas Protocol. Scope 3 emissions are a tool used to quantify our impact outside of our facility but within our supply chain. Scope 3 categories include indirect emissions from purchased goods and services, transportation and distribution of goods, waste management, as well as use and end-of-life treatment of sold products.

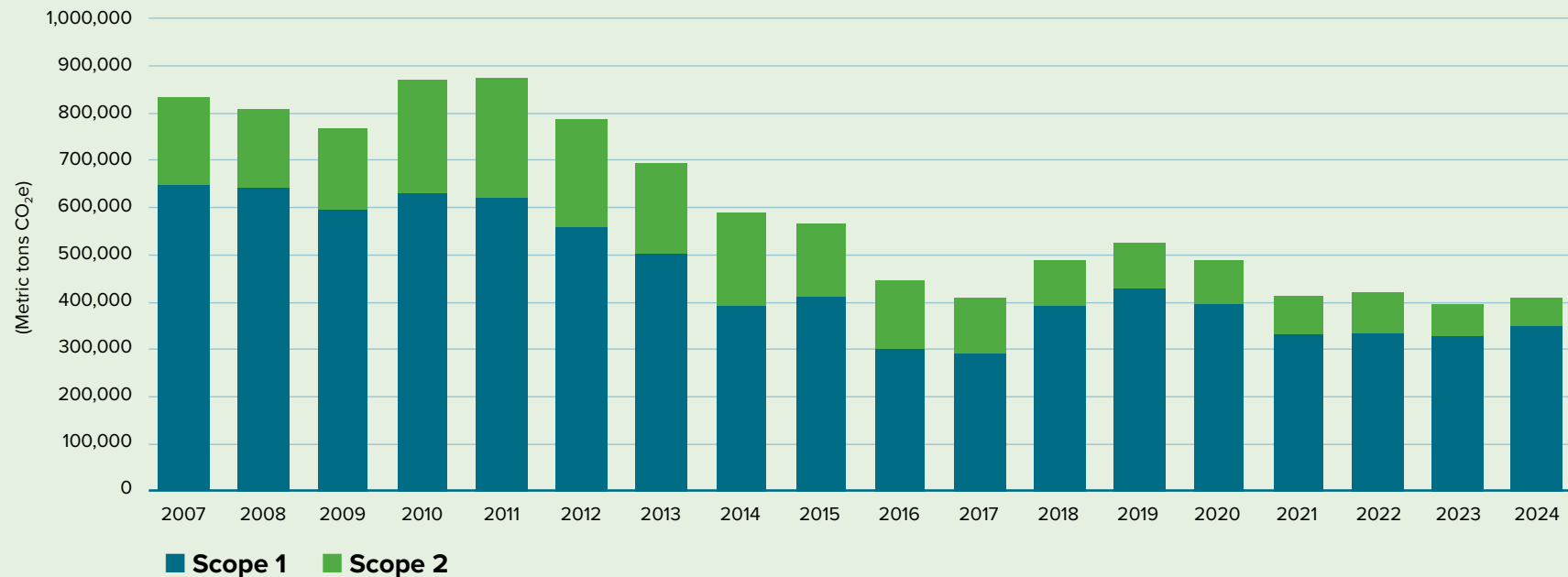
This continues with our effort to refine and improve upon our Scope 3 emissions inventory process. We began with a qualitative estimate using spend and have improved upon that process using actual upstream and downstream material quantities. As with the initial scoping evaluation, this inventory indicated that our biggest Scope 3 categories are purchased goods and services and end-of-life/use of sold products.



Scope 3 Emissions, cont.

To maintain our commitment to reporting with transparency, we are currently working on collecting data to calculate our Scope 3 emissions for 2024. We are working across the organization to set up systems and processes to improve the data gathering effort to maximize the accuracy of future inventories. Our goal is to report our Scope 3 GHG emissions in our 2025 CDP response, and in our 2025 CSR.

GREENHOUSE GAS (GHG) EMISSIONS



GHG Emissions Calculations

For Scope 1, 2 and 3 emissions, CO₂ is the predominant gas included in the calculation, as it is from combustion of fuels. Our emission factors also include small amounts of CH₄, N₂O, and refrigerants.

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Scope 3 GHG emissions are calculated in accordance with the GHG Protocol.

Metric Ton = 1000 kg

Pollution and Air Emissions Management

In 2025, Koppers will cease phthalic anhydride production at our CMC facility in the U.S. As a result, Koppers total global fugitive GHG emissions will be reduced. Point source GHG emissions as well as other regulated air contaminants are also expected to be reduced moving forward as a result of this change. This shift in operations will improve the overall emissions profile at the plant.

2024 GHG EMISSIONS

CATEGORY	2024
Scope 1 GHG Emissions (Metric Tons CO ₂ e)	341,773
Scope 2 GHG Emissions (Metric Tons CO ₂ e)	69,045





Emission Reductions Through Energy Management

SUPPORTING GOAL: Increase renewable energy use.

SUPPORTING GOAL: Reduce energy use.

At Koppers, we employ a varied approach to reducing our GHG emissions and decreasing our reliance on GHG emission sources, including energy efficiency and renewable or low-emission energy sources.

ENERGY USAGE AND EMISSION INTENSITY TRENDS

CATEGORY	2024	2023	2022
Primary* Energy Consumption (GJ)	4,338,574	4,409,394	3,538,838
Purchased Energy Consumption (GJ)	521,614	593,846	606,870
Total Energy Consumption (GJ)	4,860,188	5,003,240	4,145,708
Renewable Energy Consumption (GJ)	1,182,688	888,776	975,110
Non-renewable Energy Consumption (GJ)	3,155,886	3,520,922	2,564,661
Energy intensity (GJ)/Billion Thousands USD Revenue	2.32	2.32	2.09
Greenhouse gas emissions intensity (MTCO ₂ e)/Thousands USD Revenue	0.196	0.178	0.211

**Primary energy is all energy associated with our Scope 1 emissions*

In 2024, we completed two engagements alongside a third-party consulting firm specializing in low-carbon energy and services. The first project evaluated our most energy-intensive facility through a full-site assessment to identify opportunities to increase energy efficiency. The second project evaluated all of our North American operations to develop a renewable energy roadmap, which includes procurement opportunities and localized incentives, as well as anticipated challenges. We are in the process of evaluating the opportunities identified and determining their feasibility and implementation process.



Renewable Energy

As of April 2024, our Mayfield, Australia, facility completed the installation of a 100KW solar panel system. This project has resulted in 296 GJ of renewable energy generated for the plant. The Mayfield facility has investigated and confirmed a two-project extension of this existing solar panel system to be completed in the next few years to support an additional 300KW to 400KW of renewable energy. In 2026, Mayfield hopes to complete a solar panel farm in a vacant lot on the facility property that could support a 2MW system that includes a battery.

The Bunbury, Australia, KWP site is in the process of implementing a 100KW solar panel system slated for completion in 2025. Currently, we are projecting this new system will produce 160K kWh per year, producing enough energy to supply 100% of the electricity needs for our Bunbury site.

2024 SOLAR ENERGY BREAKDOWN

	Total Solar Energy Generated (GJ)	Total Grid Energy Purchased (GJ)	Total Energy Consumed (GJ)	Total Energy Distributed (GJ)
Mt. Gambier, South Australia (AUS)	172	134	227	79
Grafton, New South Wales (AUS)	355	485	656	184
Mayfield, New South Wales (AUS)	296	40,847	41,143	0
Wiri, Queensland (AUS)	103	2,062	2,165	0
Total	926	43,528	44,191	263

SOLAR ENERGY TRENDS

	2024	2023	2022
Total Solar Energy Generated (GJ)	926	608	541
Total Energy Distributed (GJ)	263	304	196

Climate Resilience

SUPPORTING GOAL: Reduce risk to the company by strengthening the resilience and adaptive capacity of facilities facing potential climate-related hazards.

Hurricane Response in North America

Koppers UIP teams played a significant role in helping several U.S. communities rebuild their infrastructure following devastating weather events in 2024, including Hurricanes Helene and Milton. As a part of those efforts, Koppers delivered nearly 40,000 utility poles to restore power to thousands of households. Employees living near these areas also supported those impacted by these hurricanes by organizing fundraisers as well as donating to schools, churches, and local families.

Utility and Industrial Products Gridlock

In 2024, Koppers UIP team continued to produce the *Gridlock* podcast with three new episodes, featuring experts such as national research laboratory scientists, government energy regulators, and senior utility executives. Guests shared their unique views about protecting the U.S. electric grid as natural disasters become both more frequent and more costly.





Environmental Performance and Compliance

STRATEGIC GOAL: Eliminate waste from our operations.

As a global industrial manufacturing organization, we dedicate extensive resources to our legal and regulatory obligations, while understanding that our commitment to protect the environment contributes to the well-being of our people and the planet, as well as the resilience of our business.

Environmental Hazard Identification Program

In 2024, we expanded our longstanding Physical Hazard Identification program for potential safety hazards to also include potential environmental hazards. This effort is part of our continual improvement to prevent environmental impacts from spills, chemical releases, and emissions. Our systems now can capture hazards such as damaged containments, dripping pipes, damaged containers, and missing labels so that we can quickly conduct repairs or other mitigating actions to prevent environmental incidents.

We rolled out this program and provided training on the details of the implementation at our Zero Harm Coordinator Conference in October of 2024. More training and implementation support will continue into 2025.

Waste Management

SUPPORTING GOAL: Reduce waste production year-over-year, including solid and water waste output, as well as reducing excessive resource use.

To further our waste management efforts, we began developing a Waste Minimization Guidance Document, in 2024, to assist all facilities with establishing their own individualized waste mitigation programs. Currently, regulations in the U.S., only require waste minimization programs for a subset of our facilities focused on hazardous waste. However, in line with our Zero Harm culture, we are encouraging all facilities to define a waste minimization program and address all types of waste. The guidance will support the process of completing a site waste audit and lead to evaluating other waste minimization efforts. As further support, Koppers is conducting internal audits of facilities that currently have waste minimization programs in place and those that are implementing the new program. These audits aim to evaluate the effectiveness of the programs, identify opportunities for improvement, and gather feedback on how to improve the guidance.



WASTE DISPOSAL BREAKDOWN & TRENDS (METRIC TONS)

		2024
Non-Hazardous	Wood Byproducts composted, recycled, or recovered for energy	61%
	Non-Hazardous Waste Recycled	13%
	Non-Hazardous Waste Landfilled	23%
	Other Non-Hazardous Waste	3%
	Total (Metric Tons)	97,891
Hazardous*	Hazardous Waste sent offsite for Energy Recovery	63%
	Hazardous Waste Landfilled	24%
	Hazardous Waste Incinerated	13%
	Other Hazardous Waste Management	1%
	Total (Metric Tons)	5,102

*Note that Hazardous Waste is defined by local regulations.



Water Withdrawal and Discharge Management

WATER WITHDRAWAL (ML)

		2024
	Municipal Water	1,169
	Surface Water	4,198
	Other	300
	Total	5,667

WATER DISCHARGE (ML)

		2024
	Discharged to publicly owned treatment works for Offsite Treatment	952
	Direct Discharge, Following Onsite Treatment	100
	Direct Discharge, Non-Contact Cooling Water	4,198
	Total	5,250

ENVIRONMENTAL SPILLS

		2024
	Reportable Releases (Tons)	8
	Reportable Releases (Count)	12
	Water Permit Limit Exceedances (Count)	7

Reportable Release: A spill, leak, or un-permitted release of any material or product during handling, operations, or transportation that is required by applicable law or regulation to be reported to regulatory authorities due to the amount or type of material, release location, and/or impact of the release.

Environmental Excellence Award

We are proud of our facility in Roanoke, Virginia, for receiving an Environmental Excellence Award from the Virginia Water Authority in 2024. The Virginia Water Environment Association's Industrial Waste and Pretreatment Platinum Award recognizes Koppers strong management practices and positive environmental impact. To qualify for the Platinum Award, a facility must have 100% compliance with local water authority pretreatment regulations for five or more consecutive years.



PERFORMANCE

WE VALUE PERFORMANCE:

At Koppers, results matter.

Prioritizing Sustainability at Koppers pushes us to perform at our best and translates into better business outcomes. Guided by our Chief Financial Officer, the Performance Sub-Committee unites subject matter experts from Risk Management, Innovation, Research and Development (R&D), Purchasing, and Finance to align these functional capabilities with our Sustainability goals (outlined below). For more information about our Sustainability Governance structure, see [page 14](#).



STRATEGIC GOAL 1:

Maximize value and reduce risk to stakeholders by operating profitably, transparently, sustainably, and with integrity.

This goal is managed by our Vice President, Risk Management and Sustainability and members of our Procurement Department, primarily our Purchasing Manager.

SUPPORTING GOALS:

- Enhance Koppers chemical risk strategy with an implementation plan and timeline.
- Provide a safe, efficient, and reliable supply chain for producing and delivering our products.

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Published the first corporate policy defining our Chemical Management Strategy.
- Had zero product incidents relating to a fine, penalty, warning, or violating a voluntary code for the 4th consecutive year.
- Implemented an updated Purchasing Policy that promotes Sustainability.

STRATEGIC GOAL 2:

Invest in the future through innovation in new products, processes, and technologies that provide sustainable solutions.

This goal is managed by our Manager of Global Corporate Innovation and supported by our R&D Department.

SUPPORTING GOAL:

- Create new circular and innovative Sustainability solutions for products and processes.

KEY PERFORMANCE INDICATOR HIGHLIGHTS:

- Sponsored six different capstone projects at three different universities.
- Through our iShare program, employees submitted 93 ideas, 49 of which were accepted for implementation.
- Completed the construction of our new Enhanced Carbon Products facility in Nyborg, Denmark.





Product and Supply Chain Responsibility

STRATEGIC GOAL: Maximize value and reduce risk to stakeholders by operating profitably, transparently, sustainably, and with integrity.

Product Stewardship

SUPPORTING GOAL: Enhance Koppers chemical risk strategy with an implementation plan and timeline.

Our product stewardship goals support how we manage our portfolio of products and services to achieve long-term risk reduction for all Koppers stakeholders. This effort relies on input from nearly every aspect of our business:

- R&D integrates product stewardship into raw material selection, product testing, and risk assessments.
- Sales & Technical teams communicate product safety and stewardship efforts to customers.
- Zero Harm supports product stewardship through our RC14001 Management System.
- Operations ensure strict process adherence to maintain confidence in our product lines.

Chemical Management Strategy

In the spring of 2024, Koppers published the first corporate policy defining our Chemical Management Strategy. This policy articulates our chemical management practices and details which chemicals are not suitable for use at our facilities and which chemicals are contained within our product formulations.

We are committed to the ongoing prohibition or control of certain chemicals, classes of chemicals, or chemical uses included in several International Conventions. Examples of our commitments, both voluntary and legally binding, include:

- Stockholm Convention on Persistent Organic Pollutants (POPs)
- Minamata Convention on Mercury
- The Convention on the Prohibition of Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction (the Chemical Weapons Convention or CWC)
- United Nations Convention against Illicit Traffic in Narcotic Drugs and Psychotropic Substances



Management of Change Programs

Another core element of our Chemical Management Strategy is the management of change programs embedded in the R&D teams' workflow. New raw materials or products that possess specific values for physical, health, or environmental hazard classification, as determined by the Global Harmonized System of Classification and Labeling of Chemicals (GHS), must undergo a formal review and be approved by our Product Stewardship Steering Committee prior to commercialization.

Downstream Engagement

More than 95% of our industrial commodity chemicals are sold to downstream chemical manufacturers, processors, or industrial users. Although these chemical commodities are largely Category 1 or 2 health and/or environmental hazardous substances, as defined by the GHS, their chemistry is often transformed by sophisticated, industrial downstream users. All users of our industrial commodity chemicals are provided with technical support, product safety information, and other support as necessary to minimize any product impact on people and the environment.

Over the past four years we have had zero product incidents relating to a fine, penalty, warning, or violating a voluntary code.

Supply Chain Responsibility

SUPPORTING GOAL: Provide a safe, efficient, and reliable supply chain for producing and delivering our products.

Our Purchasing Department plays a critical role in ensuring we minimize our negative environmental and social impacts through the products and services we buy. In 2024, the team continued to investigate new sustainable packaging options that could directly reduce waste or be recycled. The team also worked to ensure we were not single sourcing through the addition of new sources for key materials.

Koppers began creating a supplier engagement program in 2023, and in 2024 we updated our Purchasing Policy to include promoting continuous improvement in Sustainability efforts when making purchases. The goal is to encourage our purchasers to make informed decisions about potential Sustainability options by integrating Sustainability into purchasing practices, rather than simply listing specific criteria that suppliers must meet.

Also in 2024, we began utilizing a third-party compliance software to evaluate compliance with regulations, including those pertaining to the environment and working conditions, to identify any potential risks before engaging in business with new vendors.

95%+

of our industrial commodity chemicals are sold to downstream chemical manufacturers, processors, or industrial users.





Supplier Diversity

We are committed to collaborating with diverse suppliers as part of our efforts to create a more resilient supply chain. We attempt to identify potential new diverse suppliers in the U.S. and aim to include at least one diverse supplier in all bids, wherever possible.

We track and look for ways to increase our annual spending total and percentage with diverse suppliers. Some of our suppliers are small businesses, which makes the cost and effort of diverse certification a challenge. In some instances, we have guided suppliers to assist them with these certifications, which can help them grow their businesses and gain exposure in the industry. We continue to include questions on supplier diversity in our capital expense procurement process, as well as training our purchasing professionals to inquire about a supplier's diversity status as best practice. We are continuing to explore other improvements that would help us locate diverse suppliers both at the corporate and facility levels.

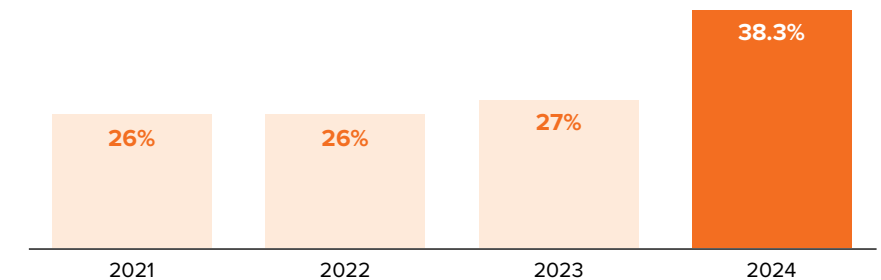
Sustainable Forestry

Many of the suppliers who provide lumber for our RPS rail tie wood treatment businesses are small, family-run businesses that use sustainable forestry practices, such as protecting biodiversity in their operations, prioritizing worker safety, and using ethical labor, but lack the financial resources or capacity for formal certifications or sustainability programs. To help these suppliers develop their own sustainability initiatives and communicate them, we continued our involvement with sustainable forestry organizations in the U.S. at both the state and local levels. This involves participation and financial support for hardwood and softwood organizations that educate landowners and others in the forestry industry, as well as local residents and other stakeholders.

Our KWP business in Australia is certified to the AS 4707 Chain of Custody standard. As part of maintaining systems compliant with this standard, Koppers employs a risk assessment process to ensure wood is supplied from sources that meet certain criteria such as no conflict materials, no forced labor, and ethical business practices.

Koppers also supports the Longleaf Alliance (LLA), which has been instrumental in helping re-establish the longleaf pine ecosystem across the southeast United States. At one time, the longleaf pine was the primary species of the south and covered more than 90 million acres from Texas to Virginia; by 1990, there were fewer than 3 million acres remaining. Through the efforts of the LLA and other partnering groups, there were 5.2 million acres of longleaf forests in 2023. In support of the LLA, Koppers contributes annual donations and attends meetings to present exhibits dedicated to education on our UIP business and how Koppers practices sustainable forestry in the longleaf pines' ecosystem for our pole production business.

UIP Percent Spend on Sustainability Certified Timber Purchases*



*Certifications include FSC, SFI and ATF

38.3% of UIP timber purchases were sustainably certified.

Innovation and Circularity

STRATEGIC GOAL: Invest in the future through innovation in new products, processes, and technologies that provide sustainable solutions.

Innovative Solutions

SUPPORTING GOAL: Create new circular and innovative sustainability solutions for products and processes.

We seek to foster a culture of innovation throughout our organization, which is reflected in our commitment to both Research & Development (R&D) and Corporate Innovation. Koppers R&D teams are our engines of innovation and work to integrate Sustainability into our products and services. As a result of these efforts, we currently hold 135 patents and 78 additional pending patent applications.

Our Corporate Innovation program, EPIC, collaborates with both the external innovation ecosystem and the internal Koppers employee base. EPIC's goals are stated within the acronym's full name, with each goal having various supporting initiatives: **E**xplore to Learn, **P**artner to Expand our Capabilities, **I**deate to Solve Problems, and **C**reate to Grow.



135
patents
held

78
patents
pending



Innovative Solutions, cont.

We empower our employees to solve challenges and encourage them to deploy a human-centered design methodology. With trained practitioners throughout the organization, this framework serves as a useful tool to structure and facilitate information-gathering, brainstorming, and prioritization activities. This past year, we deployed different methodologies to solve a variety of challenges, including advancing Zero Harm in our operations and hosting frontline feedback sessions and department-wide strategy sessions.

In 2024, the EPIC program sponsored six different capstone projects at three different universities – Carnegie Mellon University, the University of Michigan, and the University of North Carolina. Through sponsorship of these capstones, Koppers piloted new technologies, leveraged external expertise in technical topics, and built valuable relationships with universities. Highlights from some of the projects can be found below.

- **Machine Vision Tie Counting with University of Michigan:** Students at the University of Michigan’s College of Engineering developed and piloted a custom machine vision system at our Galesburg, Illinois, RPS site to automate railroad tie inventory in the yard, significantly reducing manual effort, saving time, and providing access to real-time data.
- **Forecasting Sales with Carnegie Mellon University:** Students in Carnegie Mellon University’s (CMU) Applied Data Science program identified and characterized the relationships between key economic indicators and sales data and built a predictive sales forecast model based on major macroeconomic trends. Students in CMU’s Software Engineering program then developed a custom interface for the model, improving its accessibility and user-friendliness.

Our employee-driven iShare program allows us to capture ideas from anywhere in the company and evaluate them for implementation. Cross-functional teams of internal experts evaluate ideas using an objective process, and ideas that pass evaluation can be funded for implementation. Some recently implemented ideas include fire-fighting prevention skids; a digital maintenance management system; a portable lockout-tagout training station; the replacement of existing hand grinders with newer, safer models; and AI-powered translation earbuds.

We held a 2024 Sustainability iShare challenge that solicited ideas focused specifically on supporting Koppers Sustainability goals. Winning ideas being further evaluated include: replacing hot-branding processes at UIP with handheld, battery-operated laser branders; installing motion-sensors that turn off lights and other electronics when no one is present; and opportunities to convert from paper to digital inspection forms.

During 2024, employees submitted 93 ideas, 49 of which were accepted for implementation.



Circularity

SUPPORTING GOAL: Create new circular and innovative sustainability solutions for products and processes.

Enhanced Carbon Products Facility

In support of our circularity objectives, Koppers completed the construction of our new Enhanced Carbon Products facility in Nyborg, Denmark, in 2024. This CMC facility employs a patented heat-treatment process that results in a higher pitch yield than a traditional coal tar distillation plant. This high-purity pitch with low impurities can be used as a coating in lithium-ion battery technology or as a precursor to synthetic graphite. Customers can choose from solid, liquid, waterborne suspension, and xylene paste formulations of the product, allowing it to be used in a manner they find most efficient and effective.

Supplier Circularity

The recycling of chemicals can be challenging due to the many specific requirements necessary for industrial processing. However, our procurement team identified an opportunity to purchase one of our raw materials for our Performance Chemicals business unit through a vendor that supplies reclaimed molecules captured from a previous product or process. Not only can utilizing recycled/reclaimed chemicals assist in engaging in a circular economy, but it can also assist in lowering emissions rates while simultaneously allowing for resource conservation through putting previously extracted resources back into the market.

In addition, this procurement choice produced \$100,000 in annual savings, serving as an example of how our sustainable solutions can lead to business success.



\$100,000+

annual cost savings from utilizing recycled/reclaimed chemicals



REPORTING FRAMEWORK



Global Reporting Initiative (GRI) Index

STATEMENT OF USE	
Statement of use	Koppers Inc. has reported in accordance with the GRI Standards for the reporting period January 1, 2024, to December 31, 2024
GRI 1 used	GRI 1 Foundation 2021

GENERAL DISCLOSURES		
GRI Disclosure		Response
2-1	Organizational details	Koppers Holdings Inc. Publicly traded company 436 Seventh Avenue, Pittsburgh, Pennsylvania 15219-1900
2-2	Entities included in the organization's sustainability reporting	We operate three principal business segments: Railroad and Utility Products and Services ("RUPS"), Performance Chemicals ("PC"), and Carbon Materials and Chemicals ("CMC"). More information can be found in About Koppers, Pg: 7 and in our 2024 Annual Report, Pg: 25
2-3	Reporting period, frequency, and contact point	The reporting period is January 1, 2024, through December 31, 2024. The Sustainability Report is published annually and covers the same reporting period as the annual financial report. Any need for contact can be directed to Heath Huschak, VP, Risk Management and Sustainability; Contact: SustainabilityTeam@koppers.com.
2-4	Restatements of information	There are no restatements for the 2024 CSR Report.
2-5	External assurance	Koppers is not seeking assurance for this year's 2024 CSR Report.
2-6	Activities, value chain, and other business relationships	About Koppers, Pg: 7 ; 2024 Annual Report Pgs: 4-6
2-7	Employees	Employee Recruitment, Retention, & Experience, Pg: 20 Please note that we do not require some data points to be entered by our European and Australian colleagues regarding identity. Variation between this year's data and last year's data is less than 1%.
2-8	Workers who are not employees	We currently do not track this information as the third-party temporary hiring companies we engage with track and monitor this information.

GENERAL DISCLOSURES		
GRI Disclosure		Response
2-9	Governance structure and composition	Sustainability Governance, Pg: 14
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, Pg: 14
2-11	Chair of the highest governance body	During the 2024 reporting period Mr. Stephen R. Tritch, one of our independent Directors, served as Chairman of our Board and the lead independent Director for executive sessions. Mr. Tritch retired on May 9, 2025. Mr. Leroy M. Ball has been appointed Chair of the Board. Mr. Albert Neupaver has been elected as our lead independent Director.
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, Pg: 14
2-13	Delegation of responsibility for managing impacts	Sustainability Governance, Pg: 14 ; Summary pages for each value on Pgs: 18 , 36 , and 44
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, Pg: 14
2-15	Conflicts of interest	Code of Conduct, Pg: 11
2-16	Communication of critical concerns	The Leadership Council is made aware of any critical concerns through our Steering Committee and other members of leadership.
2-17	Collective knowledge of the highest governance body	Sustainability Governance, Pg: 14 ; 2024 Proxy Statement, Pgs: 3-6
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, Pgs: 19-28
2-19	Remuneration policies	2024 Proxy Statement, Pgs: 19-28
2-20	Process to determine remuneration	2024 Proxy Statement, Pgs: 19-28
2-21	Annual total compensation ratio	2024 Proxy Statement, Pg: 42
2-22	Statement on sustainable development strategy	Executive Messages, Pgs: 3-4 ; Sustainability Governance, Pg: 14

GENERAL DISCLOSURES		
GRI Disclosure	Response	
2-23	Policy commitments	We comply with all laws concerning freedom of association, privacy, collective bargaining, immigration, working time, and wages, as well as laws prohibiting forced, compulsory, and child labor, human trafficking, and employment discrimination. Our commitment to policies regarding human rights can be found within our Code of Conduct on Pg. 14. Our commitment to these policies is communicated via the Code of Conduct to our employees.
2-24	Embedding policy commitments	Policy commitments are overseen by our Policy Committee, a cross-functional committee run by our General Counsel. The Committee oversees the approval, updating, and communication of policies. Communications are sent to all employees and include a description of the policy and the impact the policy has within the organization. Select policies are implemented with training; all policies are available on the Koppers intranet.
2-25	Process to remediate negative impacts	Available feedback channels include an employee hotline managed through an independent third-party, our website and social media pages, a digital idea-sharing platform for employees, and Community Advisory Panels. For commitments to remediate negative impacts, see About this Report, Pg: 9 ; Sustainability Governance, Pg: 14 and Summary pages for each value on Pgs: 18 , 36 , and 44 .
2-26	Mechanisms for seeking advice and raising concerns	We encourage all employees who observe a potential ethics issue from any party — whether Koppers employees, including management, or visitors or contractors working for Koppers — to report their observations to the appropriate management personnel. Employees can also use the Koppers ComplianceLine or our third-party email reporting system to report observed ethics issues 24 hours a day, 7 days a week. To make a report use the anonymous email reporting system: http://www.mycompliancereport.com/brand/koppers . Sustainability Governance, Pg: 14 .
2-27	Compliance with laws and regulations	Our operations and properties are subject to extensive federal, state, local, and foreign environmental laws and regulations relating to protection of the environment and human health and safety, including those concerning the treatment, storage, and disposal of wastes, the investigation and remediation of contaminated soil and groundwater, the discharge of effluents into waterways, and the emission of substances into the air, as well as various health and safety matters. More information can be found within our 2024 Annual Report, Pg: 7.
2-28	Membership associations	Additional Metrics, Pg: 58
2-29	Approach to stakeholder engagement	About this Report, Pg: 9
2-30	Collective bargaining agreements	2024 Annual Report, Pg: 7

MATERIAL TOPICS		
GRI Disclosure	Response	
3-1	Process to determine material topics	Material Topics & Strategic Goals, Pg: 9
3-2	List of material topics	Material Topics & Strategic Goals, Pg: 9
3-3	Management of material topics	Material Topics & Strategic Goals, Pg: 9

PROCUREMENT PRACTICES		
GRI Disclosure	Response	
3-3	Management of material topics	Product & Supply Chain Responsibility, Pg: 46
204-1	Proportion of spending on local suppliers	Due to tracking suppliers based on billing information not on source of product, we currently are unable to track the locality of suppliers.

MATERIALS		
GRI Disclosure	Response	
3-3	Management of material topics	Innovation & Circularity, Pg: 49
301-1	Materials used by weight or volume	Innovation & Circularity, Pg: 49
301-2	Recycled input materials used	Innovation & Circularity, Pg: 49
301-3	Reclaimed products and their packaging materials	Innovation & Circularity, Pg: 49



ENERGY		
GRI Disclosure		Response
3-3	Management of material topics	Climate Change Mitigation & Adaptation, Pg: 40
302-1	Energy consumption within the organization	Climate Change Mitigation & Adaptation, Pg: 40
302-2	Energy consumption outside of the organization	Climate Change Mitigation & Adaptation, Pg: 40
302-3	Energy intensity	Climate Change Mitigation & Adaptation, Pg: 40
302-4	Reduction of energy consumption	Climate Change Mitigation & Adaptation, Pg: 40
302-5	Reductions in energy requirements of products and services	Due to the nature of our products, this disclosure is not applicable.

WATER AND EFFLUENTS		
GRI Disclosure		Response
3-3	Management of material topics	Environmental Performance & Compliance, Pg: 43
303-1	Interactions with water as a shared resource	Environmental Performance & Compliance, Pg: 43
303-2	Management of water discharge-related impacts	Environmental Performance & Compliance, Pg: 43
303-3	Water withdrawal	Environmental Performance & Compliance, Pg: 43
303-4	Water discharge	Environmental Performance & Compliance, Pg: 43
303-5	Water consumption	Environmental Performance & Compliance, Pg: 43



EMISSIONS		
GRI Disclosure		Response
3-3	Management of material topics	Climate Change Mitigation & Adaptation, Pg: 38
305-1	Direct (Scope 1) GHG emissions	Climate Change Mitigation & Adaptation, Pgs: 38, 39
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change Mitigation & Adaptation, Pgs: 38, 39
305-3	Other indirect (Scope 3) GHG emissions	Climate Change Mitigation & Adaptation, Pgs: 38, 39
305-4	GHG emissions intensity	Climate Change Mitigation & Adaptation, Pg: 40
305-5	Reduction of GHG emissions	Climate Change Mitigation & Adaptation, Pg: 40
305-6	Emissions of ozone-depleting substances (ODS)	Due to data not being available during this reporting period, we will not be disclosing this information.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Due to data not being available during this reporting period, we will not be disclosing this information.

EFFLUENTS AND WASTE		
GRI Disclosure		Response
3-3	Management of material topics	Environmental Performance & Compliance, Pgs: 42, 43
306-1	Water discharge by quality and destination	Environmental Performance & Compliance, Pg: 43
306-2	Waste type by disposal and method	Environmental Performance & Compliance, Pg: 43
306-3	Significant spills	Environmental Performance & Compliance, Pg: 43
306-4	Transport of hazardous waste	Environmental Performance & Compliance, Pg: 43
306-5	Water bodies affected by water discharges and/or runoff	Environmental Performance & Compliance, Pg: 43

SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI Disclosure		Response
3-3	Management of material topics	Product & Supply Chain Responsibility, Pg: 47
308-1	New suppliers that were screened using environmental criteria	Product & Supply Chain Responsibility, Pg: 47
308-2	Negative environmental impacts in the supply chain and actions taken	Product & Supply Chain Responsibility, Pg: 47

EMPLOYMENT		
GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pg: 20
401-1	New employee hires and employee turnover	Employee Recruitment, Retention, & Experience, Pg: 20
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Currently Koppers offers the following benefits to full-time employees working more than 24 hours per week: Medical, Dental, Vision, Optional Life Insurance, Optional Accidental Death & Dismemberment Insurance, Health Savings Account (HSA), Flexible Spending Accounts (FSA)— (Medical Care Flexible Spending Accounts and Dependent Care Flexible Spending Accounts), Prepaid Legal Insurance, Identity Theft Protection, Mass Transportation Fringe Benefit, Accident Insurance, Critical Illness Insurance, TransAmerica Universal Life with a Living Benefit Rider for Long Term Care Needs, retirement provision, and parental leave. Koppers also provides these benefits at no cost to employees: Life Insurance, Accidental Death & Dismemberment (AD&D) Coverage, Long Term Disability (LTD), LifeMatters Resources (EAP), Short Term Disability (Salary Continuance), and Wellbeats – virtual fitness, nutrition & mindfulness benefit.</p> <p>Employees working more than 20 hours per week are entitled to stock ownership options. For Australian employees, we pay all employees leave loading – 20% for FT & PT employees and 25% casual loading for casual employees as they do not accrue entitlements (annual leave/sick leave/ long service leave)</p>
401-3	Parental leave	<p>Additional Metrics, Pg: 61</p> <p>Koppers offers varying levels of parental leave across all countries.</p>

OCCUPATIONAL HEALTH AND SAFETY		
GRI Disclosure		Response
3-3	Management of material topics	Health & Safety, Pgs: 28-32
403-1	Occupational health and safety management system	Health & Safety, Pgs: 28, 29
403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety, Pg: 32
403-3	Occupational health services	Health & Safety, Pg: 29
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety, Pgs: 28, 29
403-5	Worker training on occupational health and safety	Health & Safety, Pg: 31
403-6	Promotion of worker health	Health & Safety, Pg: 27
403-7	Prevention and mitigation of occupational health and safety management system	Health & Safety, Pg: 29
	Impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	All employees and contractors are covered by our Responsible Care Management System.
403-9	Work-related injuries	Health & Safety, Pg: 30
403-10	Work-related ill health	Health & Safety, Pg: 30



TRAINING AND EDUCATION		
GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pg: 22
404-1	Average hours of training per year per employee	Employee Recruitment, Retention, & Experience, Pg: 22
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Recruitment, Retention, & Experience, Pg: 22
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees are eligible for regular performance reviews.

DIVERSITY AND EQUAL OPPORTUNITY		
GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pg: 23
405-1	Diversity of governance bodies and employees	Employee Recruitment, Retention, & Experience, Pgs: 25, 26
405-2	Ratio of basic salary and remuneration of women to men	Due to data not being available during this reporting period, we will not be disclosing this information.

LOCAL COMMUNITIES		
GRI Disclosure		Response
3-3	Management of material topics	Community Engagement, Pg: 33
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement, Pgs: 33-35
413-2	Operations with significant actual and potential negative impacts on local communities	Koppers operates in all locations with the goal of Zero Harm and zero negative impacts. We are currently assessing potential impacts on local communities to better understand opportunities for community involvement.

SUPPLIER SOCIAL ASSESSMENT		
GRI Disclosure		Response
3-3	Management of material topics	Product & Supply Chain Responsibility, Pg: 46
414-1	New suppliers that were screened using social criteria	Product & Supply Chain Responsibility, Pg: 47
414-2	Negative social impacts in the supply chain and actions taken	Product & Supply Chain Responsibility, Pg: 47

CUSTOMER HEALTH AND SAFETY		
GRI Disclosure		Response
3-3	Management of material topics	Product & Supply Chain Responsibility, Pg: 43
416-1	Assessment of the health and safety impacts of product and service categories	Product & Supply Chain Responsibility, Pg: 43
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product & Supply Chain Responsibility, Pg: 46



SASB Index

ACCOUNTING METRIC	CODE	RESPONSE
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Climate Change Mitigation & Adaptation, Pg: 39
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Climate Change Mitigation & Adaptation, Pgs: 37-39
Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Climate Change Mitigation & Adaptation, Pg: 39
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	Climate Change Mitigation & Adaptation, Pg: 41
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Environmental Performance & Compliance, Pg: 43
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Environmental Performance & Compliance, Pg: 43
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Environmental Performance & Compliance, Pg: 43
(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	Environmental Performance & Compliance, Pg: 43
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Community Engagement, Pgs: 33-35
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Health & Safety, Pg: 30
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	All Koppers facilities undergo a Comprehensive Industrial Hygiene (IH) Monitoring Assessment on a triennial schedule. As needed IH monitoring is conducted between Comprehensive IH Assessments. Thorough investigations, corrective actions, and follow-up monitoring are completed for all samples above the applicable worker protection standard. Annual audiometric testing is completed to assess employees exposed to high noise environments for hearing loss. Hearing Conservation Programs, hearing protection, and noise-reducing engineering controls are implemented as appropriate to reduce exposure to employees.
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	60% of Koppers chemicals portfolio by revenue are from products designed to increase resource efficiency during their use-phase, based on 2024 sales data.
(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	99% of Koppers chemicals portfolio contain Globally Harmonized System of Classification and Labeling of Chemicals Category 1 and 2 Hazardous Substances. Currently, hazard risk assessments are complete for 89% of Koppers chemicals portfolio.
Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	Koppers participates in The European Union's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program. Under REACH, Koppers gathers information on the properties of our chemical substances, to enable their safe handling, and registers the information in the European Chemicals Agency's central database. Any products found to include chemicals of concern are sent to the R&D department to be examined and redesigned, to include alternatives to the chemicals of concern. More information can be found within Product and Supply Chain Responsibility, Pgs: 46-48

ACCOUNTING METRIC	CODE	RESPONSE
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Not Applicable.
Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Our operations and properties are subject to extensive federal, state, local, and foreign environmental laws and regulations relating to protection of the environment and human health and safety, including those concerning the treatment, storage, and disposal of wastes, the investigation and remediation of contaminated soil and groundwater, the discharge of effluents into waterways, and the emission of substances into the air, as well as various health and safety matters.
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Health & Safety, Pg: 32
Number of transport incidents	RT-CH-540a.2	Health & Safety, Pg: 31
Production by reportable segment	RT-CH-000.A	2024 Annual Report, Pg: 56

Additional Information

Membership Associations

- American Chemistry Council
- American National Standards Institute
- American National Standards for Wood Utility Poles
- American Railway Engineering and Maintenance of Way Association
- American Short Line and Regional Railroad Association
- American Society for Testing and Materials
- Australian Forest Products Association
- Canadian Wood Preservation Association
- Coal Chemicals Sector Group (EU)
- Creosote Council Europe
- Engineered Wood Products Association
- European Chemical Industry Council
- European Institute for Wood Preservation
- Finnish Wood Preserving Association
- Forest Industries Federation Western Australia
- GoRail (Go-21)
- National Railroad Construction & Maintenance Association
- Nordic Fire-Retardant Association
- Nordic Wood Protection Association
- North American Maintenance Railway Club
- North American Wood Pole Coalition
- Pacific Power Association
- Railway Tie Association
- Royal Warrant Holders Association
- Southern Pressure Treaters Association
- Structural Timber Association
- Swedish Wood Preserving Association
- The Mineral Metals and Materials Society
- Timber Industry Federation / Timber Preservation Council
- Timber New South Wales
- Timber Preservative Manufacturers Association
- Timber Preservers Association of Australia
- Timber Queensland
- Timber Research and Development Association
- Timber Trade Industry Association
- Timber Wood Council
- Western Timber Trade Association
- Western Wood Preservers Institute
- Wood Preservation Canada
- Wood Processors and Manufacturers Association
- Wood Protection Association
- National Association of Manufacturers
- Pavement Coatings Technology Council
- U.S. Chamber of Commerce



Ethics

We endeavor to train 100% of our employees annually on business ethics. Based on our current records, 77% of our employees completed their 2024 training on business ethics and related issues to ensure that Koppers as a company is working together to prevent corruption globally across the business.

	2024	2023
Number of reports sent to our ComplianceLine	19	36
Number of confirmed corruption incidents	0	0
Number of confirmed information security incidents	0	0

Human Trafficking and Modern Slavery Awareness

Since 2019 we have provided training to our employees on recognizing the signs of modern slavery and human trafficking to enable awareness when traveling. Currently, 100% of our commercial and non-commercial drivers have completed this training.

European Union’s Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program

Koppers participates in the European Union’s Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program. Under REACH, Koppers gathers information on the properties of our chemical substances, encouraging proper and safe handling and registering the information in the European Chemicals Agency’s central database.

Management System Certifications

Koppers Location	Unit	ISO 14001 & RC 14001
Koppers HQ	HQ	X
Bunbury, AUS	KWP	X
Takura, AUS	KWP	X
Longford, AUS	KWP	X
Grafton, AUS	KWP	X
Mayfield, AUS (Newcastle)	CMC	X
Ashcroft, CAN	RPS	X
Nyborg, DEN	CMC	X
Guthrie, KY, USA	RPS	X
North Little Rock, AR, USA	RPS	X
Florence, SC, USA	RPS	X
Somerville, TX, USA	RPS	X
Stickney, IL, USA	CMC	X
Roanoke, VA, USA	RPS	X
Galesburg, IL, USA	RPS	X
Griffin, GA, USA	Research PC	X
Millington, TN, USA	PC	X
Hubbell, MI, USA	PC	X
Rock Hill, SC, USA	PC	X



APPENDIX



Water Management

WATER WITHDRAWAL (ML)

	2024	2023	2022
Municipal Water	1,169	1,097	1,069
Surface Water	4,198	3,997	3,707
Other	300	266	248
Total	5,667	5,360	5,024

WATER DISCHARGE (ML)*

	2023	2022
Offsite Treatment	100	947
Biological Aeration	511	578
Non-Biological Treatment	194	437
Non-Treated	466	4,023
Surface Water	4,564	3,989
Other	101	0

*Reporting categories were updated in 2024. See page 43 for 2024 data.



Water Withdrawal and Discharge Management

ENVIRONMENTAL SPILLS

	2024	2023	2022	2021	2020	2019
Reportable Releases (Tonnes)	8	11	14	28	7	8
Reportable Releases (Count)	12	33	26	15	7	6
Water Permit Limit Exceedances (Count)	7	8	4	11	9	9

Reportable Release: A spill, leak, or un-permitted release of any material or product during handling, operations, or transportation that is required by applicable law or regulation to be reported to regulatory authorities due to the amount or type of material, release location, and/or impact of the release.

WASTE DISPOSAL BREAKDOWN & TRENDS (METRIC TONS)

		2024	2023	2022
Non-Hazardous	Wood Byproducts composted, recycled, or recovered for energy	61%	77%	75%
	Non-Hazardous Waste Recycled	13%	4%	5%
	Non-Hazardous Waste Landfilled	23%	14%	20%
	Other Non-Hazardous Waste	3%	5%	<1%
	Total (Metric Tons)	97,891	87,796	72,904
Hazardous*	Hazardous Waste sent offsite for Energy Recovery	63%	91%	21%
	Hazardous Waste Landfilled	24%	5%	11%
	Hazardous Waste Incinerated	13%	2%	7%
	Other Hazardous Waste Management	1%	<1%	61%
	Total (Metric Tons)	5,102	46,274	30,957

*Note that Hazardous Waste is defined by local regulations.



Parental Leave

	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Total number of employees entitled to parental leave	1,000	285	1,149	291	1,471	243
Total number of employees that took parental leave	17	5	8	5	19	4
Total number of employees that returned to work in the reporting period after parental leave ended	17	5	9	3	18	3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	N/A*	N/A*	5	4	18	3
Return-to-work rate of employees that took parental leave	N/A*	N/A*	63%	60%	95%	75%
Retention rate of employees that took parental leave	N/A*	N/A*	N/A*	N/A*	95%	75%

*Cannot be accurately reported for 2024 because some parental leaves ended at the end of 2024 and employees have not yet been back for a full 12 months.



Diverse Supplier Spend

PERCENT OF TOTAL SUPPLIER SPEND

	2024	2023	2022	2021
Women's Business Enterprise	1.32%	1.23%	0.97%	1.27%
Small Disadvantaged Business	1.51%	1.84%	1.29%	1.27%
Veteran Owned	0.30%	0.19%	0.13%	0.34%
Minority Business Enterprise	0.33%	0.16%	0.13%	0.33%
HUBZone Business	0.02%	0.02%	0.08%	0.05%
LGBT+ Owned	0.00%	0.00%	0.00%	0.01%





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