

Our People.

Our Planet.

Our Principles.

About This Report

Atmus' inaugural Sustainability Report is designed to disclose available information and data for operationally controlled and wholly owned subsidiaries during the 2023 and 2024 fiscal years (January 1, 2023 – December 31, 2024). The information presented in this report does not include our three joint ventures (JVs) of Fleetguard Filters Private Ltd. (FFPL), Filtrum Fibertechnologies PVT. LTD (Filtrum) or Shanghai Fleetguard Filter Co., Ltd. (SFG). Unless otherwise noted, all financial values in this report are in United States dollars (USD).

This report has been informed by our 2023 double materiality assessment (DMA), the United Nations Sustainable Development Goals (UN SDGs), insights from the Sustainability Accounting Standards Board (SASB) Auto Parts Standard (2023) and aspects of the Global Reporting Initiative (GRI) Standards. The accuracy and completeness of the information contained in this report have been verified by our executive leadership team within their respective business function(s). Atmus works with Apex, a leader in verification and assurance, to review the Safety and Environmental Sustainability Data as part of the limited data assurance process.

Forward-Looking Statement

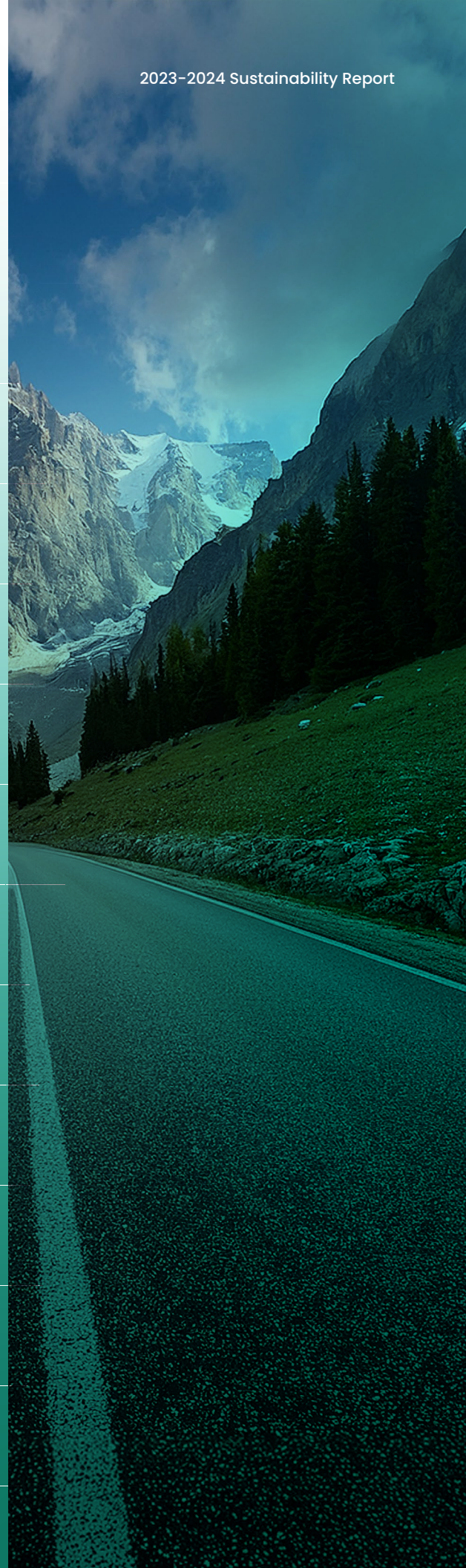
This Sustainability Report contains certain forward-looking statements about future events and results identified by words such as “will,” “expect,” “goals” and similar words. Those statements are subject to known and unknown risks and uncertainties that may cause actual results to differ materially from those projected, expressed or implied. Those risk factors are described in our 2024 Form 10-K and other reports filed with the Securities and Exchange Commission (the “SEC”).

Materiality

For the purposes of this report, we have disclosed our material sustainability topics identified through our DMA and various applications of stakeholder engagement. Please note that this definition differs from the boundary used for the U.S. Securities and Exchange Commission (SEC) filings and the information presented in this report should therefore be considered independent from our SEC filings. To access our Annual Report, Form 10-K, Quarterly Reports and additional financial disclosures, please visit our [Investor Website](#).

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Introduction





Steph Disher
Chief Executive Officer and President

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

Creating a better future by protecting what is important.

Our purpose embodies a sense of responsibility for a world that is bigger than us. A better future demands that we put sustainability at the core of everything we do – from our business strategies to how we show up for all of our stakeholders.

We have had a unique opportunity to sharpen our focus as Atmus, align under common goals, and impact where it matters most: **Our People. Our Planet. Our Principles.**

We cannot do what we do without **our people**. At Atmus, our values and policies are designed to support a culture where our team members are supported and work in an environment where everyone can thrive. What does this look like at Atmus? We prioritize the health, safety and well-being of our employees – with safety pledges across the organization, robust reporting systems and a commitment to reduce risks. It's enabling an inclusive environment. It's building a learning-oriented culture through programs and opportunities for growth. And it's clearly defining our values and expected leadership behaviors, building a strong sense of an Atmus community.

At Atmus, our products inherently work to protect **our planet** through filtration technology that removes harmful content from air, fuel and other liquids. However, our responsibility to the planet extends beyond our products. The world is bigger than us. Embedding sustainable practices throughout all areas of our business can make a lasting impact on the environmental footprint of our operations. The biggest opportunities for us come from water, energy and recycling. Couple that with our commitment to environmental compliance and maintaining a responsible supply chain, our people are proud to work for a company that cares about our planet.

Our principles shape our company, serving as the foundation for how we conduct business, make decisions, and set the standards for the work that we do. Our Board of Directors brings diverse experience and knowledge, helping to guide our company and oversee our policies, strategy and performance. The pages of our Code of Conduct outline the guiding principles for how we conduct business, holding ourselves and all others we do business with to high ethical standards. As you will see from this report, our company is built on a set of values that inspires all employees to contribute to a strong and ethical culture.

I am pleased to share our first report with you, highlighting the important work we accomplished from 2023 to 2024. Looking ahead to 2025 and beyond, we will not stand still. Together, we are **creating a better future by protecting what is important** — for our people, our customers, our communities and our planet.

About Atmus

Atmus Filtration Technologies (Atmus) is a global leader in filtration and media solutions, serving customers from on-highway commercial vehicles to off-highway equipment across industries such as agriculture, mining, automotive and power generation. For more than 65 years, Atmus has combined a culture of innovation with a rich history of designing and manufacturing filtration solutions to deliver products that meet our customers’ biggest challenges: reducing emissions, improving fuel efficiency, and extending the life of their equipment.



Our history dates back more than six decades to 1958 when our first single filter production line began in Seymour, Indiana, United States (U.S.). In 1963, our Fleetguard® brand was created, offering a portfolio of products, including fuel, lube and air filters, coolants, chemicals and more, to serve a variety of applications. As a brand trusted by customers around the world, we have continued to deliver products and solutions that protect our customers’ equipment and their livelihoods. Founded by Cummins in 1958 and fully independent since 2024, we continue to differentiate ourselves through a vast global footprint, comprehensive portfolio of premium products, technology leadership and multi-channel path to market.

Atmus is headquartered in Nashville, Tennessee, U.S., employing approximately 4,500 employees across our 10 manufacturing facilities and five technical centers with a global presence on six continents. United by our core values and company strategy, our team of talented and dedicated employees continues to drive cutting-edge innovation and deliver the high-quality, long-lasting filtration solutions our customers have come to expect of us.

AT A GLANCE

KEY STATISTICS*

 **1958**

Year founded

 **86%**

Of net sales
from aftermarket

 **10**

Manufacturing facilities
(+10 for JVs)

 **5**

Technical centers
(+2 for JVs)

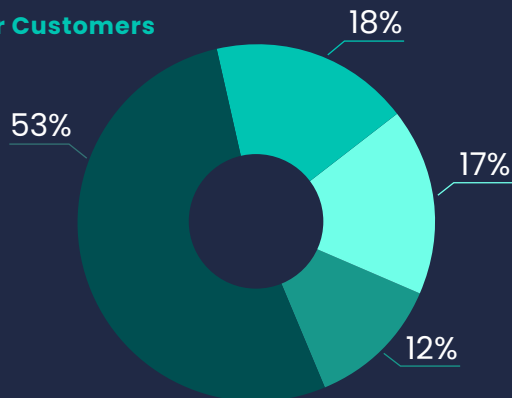
 **1,200+**

Issued/pending
patents

 **~4,500**

Employees

Our Customers



● CUMMINS
 ● PACCAR
 ● TRATON
 ● OTHER

2024 NET SALES*

 **60%**
On-Highway

 **40%**
Off-Highway

10

 Major customers with
10+ year relationships


DAIMLER

PACCAR

DOOSAN

VOLVO



FOTON

TRATON

SCania / MAN / International / VW

STELLANTIS

*As of year end December 31, 2024

OUR PURPOSE

Creating a Better Future by Protecting What Is Important

Our culture is driven by an aspiration to create a better future for our shared humanity. We continue to invest in our people, our technology, our customers and our planet, incorporating sustainability into everything that we do.

OUR CORE VALUES



Build trust in every relationship every day

We do what we say we will do, and we do what is right, no matter the circumstances. We are open, honest and transparent. We earn trust by actively listening and being responsive to all our stakeholders. When we do not live up to our own expectations, we admit it, address what happened, and apply those learnings.



Be inclusive by embracing our differences and building a community where everyone feels valued

Our people and business partners reflect the world we live in, and we are committed to creating an environment where everyone feels safe, welcome and valued.



Have courage to speak up, take action, and shape the future

We foster an environment where everyone feels empowered to speak up, share ideas, and persevere to deliver for our stakeholders.



Show caring by engaging with kindness and consideration for the well-being of others

We seek to understand and acknowledge the thoughts, feelings and needs of others. Our caring extends beyond our walls to our customers, our communities and our planet. Caring ignites our aspirations to create and innovate every day.

Products

We are proud of our history and culture of innovation. We combine our deep-seated industry experience with our commitment to environmental sustainability. This allows us to consistently deliver superior filtration solutions that **protect what is important**. Our team of approximately 350 engineers, scientists and technical specialists develop cutting-edge filter media and filter systems that are designed to reduce emissions and eliminate harmful toxins while supporting fuel efficiency and extending the life of various equipment.

Atmus' filtration products provide comprehensive and differentiated solutions, which allow its end-users to extend service intervals, reduce maintenance costs, and increase uptime. Atmus' products include fuel filters, lube filters, air filters, crankcase ventilation, coolants, and other chemicals and hydraulic filters.



Fuel

- Provide fuel free of debris and water to fuel injection equipment, preventing erosion and corrosion
- Unmatched contaminant separation and retention with proprietary NanoNet® media



Air

- Provides clean and dry air for engine combustion
- Higher performance density leads to longer life
- Lower restriction provides better fuel economy



Lube

- Provides clean lube oil to the engine and other moving components, along with pressure control, regulation and thermal management to lube system
- Provides better fuel economy due to low flow restrictions



Crankcase Ventilation

- Controls engine emissions from crankcase
- Key component of total engine emissions control systems and strategy
- Superior solutions and performance for emissions removal



Hydraulics

- Protects the hydraulic system from failure due to contamination
- Higher capacity and efficiency and lower restriction products



Coolants and Chemicals

- Prevent engine from overheating
- Treat, condition and clean fuel system components and fluids
- Superior engine performance and extended service maintenance

Sustainability at Atmus

Our sustainability journey began in 2023 in conjunction with our Initial Public Offering (IPO) when we completed a range of actions to assess and develop a strategy that reflects our core values and business objectives. This process helped us differentiate ourselves from our competitors as we look to continue providing a culture rooted in a shared purpose.

Double Materiality Assessment

In 2023, we engaged a third-party Environmental, Health, Safety and Sustainability (EHS&S) consulting firm to conduct our first Double Materiality Assessment (DMA). In doing so, we engaged internal and external stakeholders to understand how various sustainability topics may influence us financially as well as how our operations may impact people and the planet. We have used the results to inform our sustainability strategy, as we continue **creating a better future by protecting what is important**.



Once the assessment was completed, we identified and mapped financial and impact material topics that represent significance to both Atmus and our stakeholders. These three focus areas include People, Planet and Principles.



United Nations Sustainable Development Goals (SDGs)

Next, we compared our company’s progress toward the United Nations SDGs. This step enabled us to further understand how our sustainability strategy should be organized and operationally embedded. We are proud that our company’s purpose and values align strongly with several of the United Nations SDGs, especially within the areas of gender equality, decent work and economic growth, and good health and well-being.

SUSTAINABLE DEVELOPMENT GOALS



The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States. Learn more at: <https://www.un.org/sustainabledevelopment>.



Developing Our Sustainability Strategy

As we move forward, we are leveraging the outcomes from the Double Materiality Assessment and our understanding of the United Nations SDGs to inform our sustainability strategy, embedding **Our People, Our Planet** and **Our Principles** into all aspects of our business.



Our People

Our team is our greatest strength. We take pride in our dedication to employee success, inclusion and well-being and strive to cultivate a culture in which **every employee feels valued and empowered** to contribute to our purpose.

IN THIS SECTION

SDG FOCUS AREAS





Employee Health, Safety and Well-Being emphasizes our safety-first culture. Through our existing compliance programs and functional excellence, we have identified key leading and lagging indicators to help drive performance improvement; adopted a more learning-oriented approach, including sharing best practices and company-wide action plans; and introduced industry best practices, standards and certifications.



Inclusion and Diversity of Perspective (I&D) identifies our commitment to cultivate an inclusive workplace that values diversity of perspective, fosters collaboration, and promotes equal opportunity. Our desire is to harness the unique perspectives of all individuals across all levels of the company as a means to drive innovation and success.



Talent Attraction, Retention and Development supports our commitment to attracting and retaining a workforce that includes a variety of perspectives.

We are committed to building a company that contributes positively to the communities and environments where we operate.

Health, Safety and Well-Being

It is our commitment to create a better future by protecting what is important, and for us, that begins with the protection and well-being of our employees, contractors and guests. Our Health, Safety and Environment (HSE) Policy reinforces our company values of caring for one another, inclusivity and courage. In doing so, we aim to cultivate an environment where all individuals feel safe, welcomed and empowered to speak up and act with integrity.

HSE Management

Oversight of our HSE program resides with our Vice President of Supply Chain and is led by our Global Health, Safety and Environment Director. To guide and inform our daily operations, Atmus established an enterprise-wide Health, Safety and Environmental Management System (HSEMS). This system contains procedures, processes and tools to aid in meeting our safety goals. Throughout 2024, we continued to follow the International Organization Standards (IOS) for Health, Safety and Environment as we continued to separate from Cummins Inc. In total, nine of our locations have obtained certifications to ISO 14001 and ISO 45001 for their environmental and occupational health and safety management systems. In 2024, all of our in-scope facilities retained their legacy certifications and received new certifications under the Atmus name in 2025.

“Safety the Atmus Way is more than a commitment. It’s a promise we make to each other to uphold our values, to be personally accountable, and to think about safety in everything we do. As individuals, we may not have the power to change everything. But together, our influence is profound. When each of us embraces the responsibility of being the key, we create a safety culture that extends beyond the walls of this workplace. We’re building a safer, more caring environment, one where each of us can thrive.”



Steph Disher, Chief Executive Officer and President

You are the **key** to our health & safety culture



Every injury is preventable.



No job is so important that it cannot be done safely.



Every employee is accountable and shows caring for others by reporting safety concerns.



Safety Training

We continue to grow and expand our organization and are launching new tools and initiatives that will continuously improve our HSE program. In 2024, we began to deploy our safety culture training tool SafeStart®. This training program focuses on error-reduction techniques to minimize the risk of injuries associated with fatigue, complacency, frustration and rushing. What started at one facility has since expanded to five, reaching over 3,500 employees, with plans to continue across our organization.

We firmly believe that every injury is preventable and no job is so important that it cannot be done safely — we must maintain our safety mindset at all times.



SAFETY

The AtmusWay



I am the key to our health & safety culture

-  I speak up
-  I know my limits
-  I am accountable
-  I am a role model
-  I think before I do
-  I will stop the job

Safety Keys

In conjunction with our new HSE goals, our Employee Safety Keys were introduced as a reminder of how we approach safety in every aspect of our lives. These six reminders are posted throughout our facilities, encouraging employees to show caring for one another and build trust and inclusivity in relationships, while having the courage to speak up as we seek to promote a safe working environment.

In 2024, we formally launched our “Good Catch” program, a tool for all employees to use to raise HSE concerns, report close calls or near hits, and share improvement suggestions. We also use Good Catch to celebrate and recognize the great work our employees are doing.

To encourage participation, when an employee reports a ‘work stopped for safety’ Good Catch, we promote their positive contribution through various channels. By the end of 2024, more than 5,000 Good Catch submissions were received.

Safety Initiatives

To achieve our health and safety goals, we conduct company-wide initiatives that focus on our high risks.

Machinery Safety is one of our key initiatives as we strive to eliminate serious injury or fatality (SIF) events. As part of this program, each of our facilities was required to complete an inventory of their machines, complete a safety risk assessment with competent external partners, and close any identified remediation projects on all high-risk hazards. At the end of 2024, 100% of our machinery safety risk assessments were completed, representing more than 1,500 machines, with 239 remediation projects closed. Through these efforts, and our safety motivated mindset shift, we achieved zero SIFs in 2024.

Ergonomics remains another key risk to our employees, in which musculoskeletal disorders may develop as a result of work-related activities, including repetitive movements. We have established ergonomics initiatives to raise awareness of these risks, including using our risk assessment tool to identify such risks and implement improvement projects. During 2024, 169 risk reduction projects were completed.



We have also proudly continued our tradition of the “Ergo Cup.” This annual competition allows our employees to share their best practices with a focus to reduce the risk of musculoskeletal disorders associated with work-related activities. Entries included replacing manual handling and loading activities with automated systems, thus reducing ergonomic risks to the workforce. Three projects were

identified this year for their efforts, each of which involved the automation of high-risk activities. One of our winning locations, Quimper, France, installed autonomous mobile robots, or “AMRs,” to handle more repetitive tasks such as packing and loading of 5.5 metric tons of product per shift. Automated guided vehicles (AGVs) are also in use at this location, optimizing workplace organization and improving workflow efficiency.

Potential Serious Injury or Fatality (PSIF) events represent severe risks to the health, safety and well-being of everyone at Atmus. When a PSIF event occurs, we collectively learn from these situations by reviewing risk assessments and existing control measures. We, in turn, implement global action plans to prevent similar incidents from occurring across all sites.

Safety Audits

In addition to our internally led programs and initiatives, our third-party partners conduct routine audits of our facilities following our Legal Compliance Audit schedule. In 2024, seven audits were completed. This partnership is ensuring we operate in compliance with local laws and regulations, identify the right corrective action tasks, and serve as an extension of our HSE team as we continue to build our HSE resources.

HSE Events

We hosted three global employee engagement events highlighting the importance of HSE. Collectively, these events reinforced our commitment to our Atmus values.

- **Environment Week** highlighted site activities and events within our communities to take sustainability practices back into employee homes.
- **Safety Week** focused on learning and the participation from our employees, celebrating the Ergo Cup winners.
- **Mental Health Week** was celebrated for the first time in October 2024 and encouraged our leaders to look beyond the physical safety of our employees’ sharing tools and resources to support their mental health and well-being.

Health and Safety by the Numbers

As we reflect on 2024, we are proud of the significant progress we’ve made in enhancing our safety culture. In addition to achieving zero serious injuries or fatalities (SIFs), we lowered our total recordable injury rate (TRIR) by 7.5% compared to 2023. These results were made possible with the safety mindset we established throughout the organization, and are reflective of our ongoing commitment to show caring for one another.

Key Performance Metric		2023	2024
Total Serious Injuries or Fatalities (SIFs)	Total serious injuries	2	0
	Total fatalities	0	0
Total Recordable Injury Rate (TRIR) ¹		1.10	0.98

1. Per 200,000 hours worked





Inclusion and Diversity of Perspective (I&D)

We believe that we all benefit when each of our employees feels valued for their individual attributes, experiences and unique perspectives, and we embrace these differences to build a community of trust, inclusivity, courage and caring. Guided by our core values, our I&D initiatives are integrated into all aspects of our organization.

We are committed to ensuring all people across the Atmus organization are treated with dignity and respect. We remain informed by actively monitoring international human rights standards such as the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights and the United Nations Guiding Principles on Business and Human Rights. Our Senior Vice President and Chief People Officer is responsible for leading our company’s commitments to I&D, human rights, employee experience and more. With support from the I&D and Talent Attraction, Retention and Development Sustainability Strategy Teams, we are continuing to build new company programs and initiatives to attract, develop and retain a workforce that includes a wide variety of perspectives.

Non-Discrimination and Anti-Harassment

We have worked diligently to create and maintain a positive workplace, free of harassment and discrimination. We have zero tolerance for any form of discrimination. This policy extends but is not limited to: recruitment and selection activities, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, and terminations. Any form of bullying, intimidation, threatening or other abusive conduct is strictly prohibited and applies to all Atmus employees, our joint ventures, suppliers and other partners.

Non-Retaliation Policy

Having courage to speak up is more than a company value; it is the right thing to do. In support of our open and honest culture, we encourage all employees to ask questions and raise concerns without the fear of retaliation. Anyone who reports a concern in good faith or is asked to participate in an investigation will be protected from direct and/or indirect retaliation such as isolating events, avoidance, poor performance reviews, restricting compensation, demotion, derogatory comments, denial of projects or developmental opportunities. Such actions are not tolerated and will be investigated. Any employee found to participate in such conduct may be subject to disciplinary actions, including up to employment termination.



Grievance Mechanisms

We are dedicated to developing an inclusive work environment built on trust and mutual respect. In the event of a problematic situation or conflict, we encourage our employees to discuss their concerns with their direct manager, their local human resources business partner or our legal team. We also understand that circumstances may arise when an individual may not feel comfortable discussing their concerns with an Atmus employee. Our [Ethics Line](#) is managed by an independent third party and is available 24/7 via telephone and internet, and reports may be submitted anonymously where legally permitted.

All concerns are handled discreetly and respectfully, and we maintain zero tolerance for retaliation of any kind to protect employees who report concerns in good faith. Any employee found to have exhibited inappropriate conduct may be subject to disciplinary action, up to and including termination of employment.

Inclusion Council

Our Atmus Inclusion Council is central to leading our I&D goals. The council's formation in April 2024 marked a significant step in our journey as an independent organization, demonstrating our commitment to advancing I&D initiatives from the onset of our company. Our I&D Council and Sustainability Strategy Teams have identified and nominated global I&D ambassadors, launched three Employee Resource Groups (ERGs), and established the Inclusion Council framework, governance, and roles and responsibilities.

The Inclusion Council is chaired by our CEO and supported by our Chief People Officer and Executive Director of Talent and Culture. It also includes executive sponsors of our current ERGs. The Council serves to elevate awareness and provide a collective voice for topics that further improve I&D at Atmus. It also serves as a vehicle for employee resource groups to communicate directly with senior leadership, provides a communication mechanism for enterprise objectives and priorities, periodically evaluates existing talent strategies, and offers a platform to discuss future policy considerations.

Employee Resource Groups

Our employee-led ERGs are open to all employees and instrumental in cultivating an inclusive culture, promoting community, and providing networking and developmental opportunities. These ERGs also serve as vital platforms for employees to connect with and support one another.

Atmus supports several impactful ERGs, each dedicated to empowering specific communities within our organization: Atmus African/African American (A4), Atmus Latin American Inclusion and Growth Network (ALIGN) and Women’s Empowerment Network (WEN).



Our A4 group empowers its members through cultural awareness, professional development and community engagement, while also driving innovation and pursuing equitable opportunities in alignment with Atmus’ goals. A4 focuses on four key pillars: Leadership and Professional Growth, Cultural Pride, Community Engagement, and Recruitment and Collaboration. In 2024, A4 celebrated Juneteenth and Black History Month companywide. Its commitment to community engagement was demonstrated through the “Atmus Gives Back to Dream Streets” initiative and the Kidney Awareness Month Lunch and Learn.



Dedicated to creating a better future by empowering its members to achieve success while raising awareness of Latin American culture, ALIGN is actively working to celebrate Latin American culture and share it with all members of the group as well as the broader Atmus organization. To support empowerment, ALIGN coordinates speaker series, and organizes upskilling and re-skilling sessions for group members.



WEN focuses on empowering group members, both present and future, by creating an environment that supports both individual and organizational success. In 2024, WEN achieved significant milestones, including the launch of a Viva Engage community group for active participation and the celebration of International Women’s Day. WEN is also actively involved in professional development, having sponsored networking events, establishing a partnership with the Society of Women Engineers (SWE), and developing mentoring initiatives in collaboration with I&D, A4 and ALIGN.

Employee Benefits

Atmus provides comprehensive benefits to its employees designed to meet or exceed legal requirements and support the overall physical, mental and financial well-being of our employees. This reflects our commitments to be inclusive, show caring, and protect what is important: **our employees and their families**.

In the U.S., all regularly scheduled employees who work at least 20 hours per week are eligible for our benefits programs on their first day of employment. This coverage extends to their legal spouse or domestic partner, children up to age 26 (including biological children, children of domestic partner, adopted, stepchildren or those covered by legal custody).



Medical, dental and
vision insurance



Life and disability insurance



Flexible and health
savings accounts



Retirement plans



Wellness programs



Up to 12 weeks of fully paid parental
leave, regardless of gender

In most other countries, benefits are offered to all employees on their first day of employment. Market-appropriate benefits are provided with the cost funded by Atmus, and an employee cost share program is in place in certain countries in compliance with local laws and regulations. We also provide employees with a comprehensive Employee Assistance Program (EAP), which provides confidential support to employees and their families.

As part of our wellness program, we provide routine access to basic vaccinations, promote preventative health measures, including access to no- or low-cost preventative screenings, and provide targeted disease reduction and prevention programs. We also focus on the mental health of our employees, providing training and education to raise awareness of mental health issues and support through our EAP.

MENTAL HEALTH WEEK

As part of our Employee Health, Safety and Well-Being program, we introduced “Mental Health Week.” Our focus during this week was to develop psychosocial risk prevention strategies across the organization.

Other events at local facilities ranged from a skin cancer screening event in Australia to enhancing the daily stretching program at our Neillsville, Wisconsin (U.S.), location.

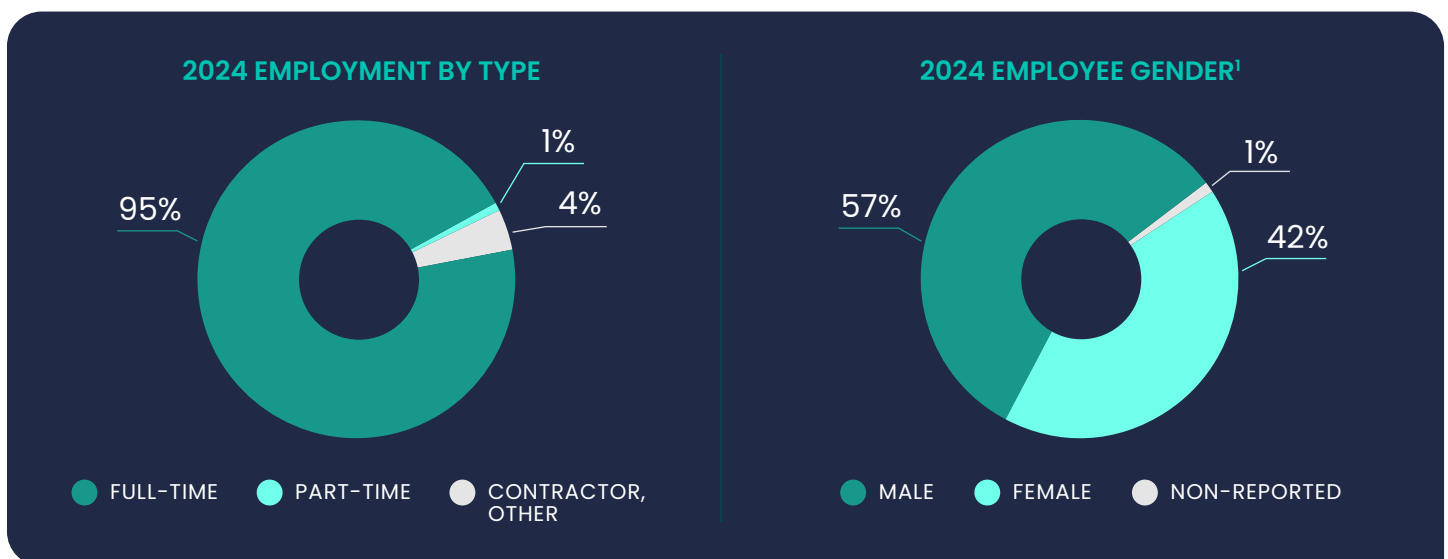


Employees

At Atmus, we are deeply committed to the health and well-being of our employees. Our culture is caring and inclusive, providing our employees with unique opportunities to thrive. Our dedication to our people drives us to invest in their development and create a workplace that values collaboration and trust.

We uphold and respect the rights of our employees related to freedom of association and collective bargaining. As of December 31, 2024, approximately 53% of Atmus' employees worldwide were represented by various unions under collective bargaining agreements.

Metrics



1. Employees self-reported gender.

Engagement

Our employees are the driving force behind our success and the key to achieving our sustainability goals. To ensure we meet the needs of our workforce, we recently implemented an annual “Your Voice Counts” employee engagement survey. A third-party vendor administered the survey, and it was available in all languages, ensuring inclusiveness to our employees.

The survey results demonstrate our commitment to our employees. We achieved an 81% overall favorability for sustainable engagement, which measured the following attributes: engaged, enabled and energized. We also achieved a 92% favorability rating for safety, which is three points above the manufacturing norm.



We had a strong participation rate of 67% of our entire employee base, which was achieved by providing employees engagement methods tailored to their work location.

“At Atmus, we want our employees to come to work every day empowered to contribute to our purpose. Our culture of learning focuses on building talent, allowing every employee the opportunity to thrive.”



Renee Swan, Senior Vice President and Chief People Officer

In addition to our surveys, we established other means of feedback collection and active engagement. Our Employee Resource Groups (ERGs) are open to all employees and designed to foster learnings across our organization and support growth for all employees.

The results from these engagement opportunities are used to identify actionable initiatives to enhance our employee experience.

Talent Development

Our approach to talent management emphasizes a culture that is authentic, transparent and approachable, reflecting our desire to be recognized as an employer of choice to current and future employees. We seek to attract, develop and retain the most qualified individuals who demonstrate our company values: build trust, be inclusive, have courage, and show caring.



We are investing in our people through continuous learning opportunities that align individual growth with our overall business objectives. Our leaders are empowered to provide their teams with the tools and resources necessary to be successful and connect our employees with our purpose, values, brand promise and strategy.

By supporting the unique needs of each individual, we are developing our existing and future talent.

Talent Attraction and Recruitment

We seek to positively impact the communities and environments in which we operate. This begins with the people we recruit, hire and ultimately employ. Our “hire to develop” talent philosophy enables us to be inclusive, agile and focused on potential. We partner with a number of universities and have established Student and Early Career Programming to ensure a steady talent pipeline and candidate sourcing pool.

70/20/10 Model and Continuous Learning

We embrace the 70/20/10 framework for employee development: 70% experiential learning, 20% social learning and 10% structured learning. This framework emphasizes on-the-job experiences, such as internal lateral moves and stretch assignments that allow employees to explore internal job opportunities that match their career aspirations and support Atmus’ business needs. We encourage social learning through collaboration, mentorship and knowledge sharing.

Structured learning is supported through tuition reimbursement for external education, relationships between universities and other organizations, as well as a comprehensive onboarding experience.

Leadership Development Programs

Atmus is developing leaders across all levels of our organization by preparing tomorrow’s leaders, today. The Executive Leadership Development Program is designed to strengthen executive succession using in-person classroom sessions, global field experience, self-study, mentorship and exposure to the Board of Directors. Additional leadership development programs are currently being designed and curated to meet the multifaceted needs of our employees across the organization.

Performance Management and Compensation

We attract, retain and motivate top talent by offering compensation that is performance-based, consistent and competitive. Our base pay compensation ranges are based on market analyses and annual compensation studies. We also include living wage assessments and incorporate those results into our annual compensation calibration process, ensuring that both current and new hires remain above this threshold. Performance is the primary path for Atmus’ employees to increase their earning potential, while additional compensation plans reflect the overall achievement of the company’s business results. As a result, all Atmus employees participate in semi-annual performance reviews and are encouraged to discuss their personal development goals and career aspirations with their managers.

Executive Compensation

The Talent Management and Compensation Committee of the Board of Directors is responsible for overseeing the strategy and design of all compensation plans for the Board, the CEO and the Executive Officers. Each year, the Committee assesses talent management policies, programs and processes and establishes compensation for the CEO following a thorough performance review. Our executive compensation philosophy is based on the following key principles:



COMPETITIVE

Atmus uses market data as a benchmark, adjusting compensation based on experience, performance and role complexity.



PAY-FOR-PERFORMANCE

Atmus links compensation to both individual and company-wide performance.



ALIGNMENT WITH STOCKHOLDER INTERESTS

Equity-based compensation and a stock ownership requirement are substantial parts of the compensation program to link executive compensation with stockholder returns.



SIMPLE AND TRANSPARENT

Atmus strives to make its compensation program easy to understand, predictable and transparent.

Details of this process and the outcomes for FY 2024 can be found in our [Annual Financial Report](#) and 2025 [Proxy Statement](#).



Our Planet

We are dedicated to **creating a better future by protecting what is important** to our people, our planet and our customers. Environmental sustainability is at the core of our mission. We are fully committed to integrating sustainable practices into every aspect of our business, actively reducing the environmental impact of our operations, and ensuring that the products we design and create contribute to a more sustainable world.

IN THIS SECTION

SDG FOCUS AREAS





Our focus on **Emissions Reduction** is a cross-functional effort to establish new greenhouse gas (GHG) reduction targets and plans to achieve them. We intend to implement operational efficiency programs, increase our consumption of renewable energy, and collaborate with our suppliers and customers to achieve our goals.



Our joint efforts of **Product Design and Sustainable Supply Chain** further support our commitment to improve our environmental impact. We are combining our aspirations to lower our operational energy and emissions impact, including Scope 3 (value chain emissions), with our commitment to support our customers who also face stringent emissions and energy demands.



Environmental Sustainability

As part of our sustainability journey, we have embedded environmental initiatives across our company. Our environmental compliance program operates as an extension of our HSE program, working closely together to establish policies and procedures that are efficient and effective. Management of the program resides within our supply chain, is led by our Global Environmental Sustainability Director, and is further supported by our HSE team. Our HSE and Sustainability Policies and Code of Conduct inform our approach to environmental compliance. We also leverage third-party database systems and our EHS&S consultants to help us monitor and manage applicable global regulations. We are actively engaging cross-functional teams, including our global HSE teams, manufacturing leaders, operational leaders, purchasing teams, engineers and more, to develop our Environmental Sustainability Strategy. We remain

committed to maintaining our ISO 14001 certification and establishing relationships with partners to reduce our demands for energy and water, and minimize waste generation.

We commit ourselves to:

- Following applicable laws and Atmus policies related to environmental requirements
- Understanding environmental impacts and making decisions based on these impacts
- Taking action to reduce our water, energy and raw material consumption
- Taking action to dispose of materials and waste in sustainable manners
- Reporting environmental impact events and near misses with urgency and accuracy



“As a global corporation, we believe it is our responsibility to do the right thing when it comes to sustainability and the environment. I am proud of what we have already achieved, and we continually strive to implement changes that will have the most positive impacts on our local communities and the planet.”

Jack Kienzler, Senior Vice President and Chief Financial Officer

Operational Resource Usage

We considered input from our legal counsel, EHS&S consultants, third-party regulatory databases, and the results of our DMA to begin creating our environmental sustainability strategy.

Waste

Our operations and facilities teams consistently identify opportunities to reduce waste through production efficiencies and waste sorting initiatives. By focusing on minimizing waste in our operations, we reduce both our environmental footprint and manufacturing costs.

In 2023, we generated approximately 23.5 million pounds of waste, 94% of which was non-hazardous. Approximately 72% of our generated waste was able to be recycled by third parties. In cases where the waste cannot be recycled, we work with our waste vendors to identify alternative disposal methods such as incineration with energy recovery and landfill with methane recovery to further reduce the environmental impacts. For example, of our total landfill waste, nearly one-third of that waste was sent to landfills with methane recovery capabilities, allowing that methane to be used for local energy generation, displacing fossil fuel sources that would otherwise be used for energy generation.

In 2024, we focused our efforts on scrap reduction across the company while simultaneously seeking to improve product quality and production rates. We conducted a Six Sigma scrap reduction initiative across our manufacturing sites. This initiative included training, equipment upgrades and process changes. Collectively, the initiative resulted in an estimated reduction rate of 23%. Best practices from this initiative have been shared with all locations.

We continue to identify opportunities to reduce our waste generation and encourage recycling and reuse as the preferred disposal method.



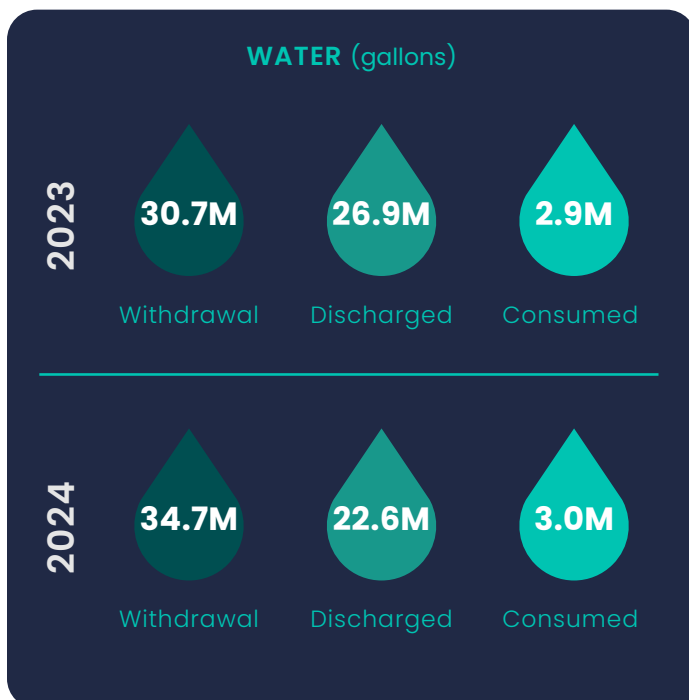
COOKEVILLE, TENNESSEE

We continue to partner with various waste vendors to identify alternative disposal solutions and ensure our waste is handled and disposed of in compliance with applicable laws and regulations. Our Cookeville, Tennessee, facility continues to partner with an external vendor to convert our waste media into a viable alternative solid fuel. In addition, Cookeville was able to identify opportunities to reduce total scrap generated by 31% compared to 2023.

Water

In our operations, water is primarily used for hygiene, landscape irrigation and cooling purposes. In certain locations, we produce filtration media and coolants, which are more water-intensive. We continue to use best practices and learnings from our more than 65-year history to reduce our water consumption and encourage water conservation.

More than 99% of our water comes from local municipal sources, either by direct water connections or water hauled to our facilities. We capture a small amount of rainwater (<1%) for grey water use. We withdraw freshwater and do not use groundwater, seawater or produced water. 10% of our annual water withdrawal is used to produce salable products, such as coolants. 75% of our water is discharged directly to municipal sewers, local industrial treatment plants or third parties that haul wastewater. We also operate cooling towers, which result in evaporative losses from our water balance equation. In 2023 and 2024, three water leaks at our manufacturing facilities were identified and resolved. The water leaks and evaporative losses were estimated to account for more than 9.5 million gallons (15% water loss).



In 2024, we began using an internal database to actively monitor our water withdrawals, discharge and consumption volumes. We use this data to map our water footprint as we develop water conservation and reduction plans.

As part of our DMA, we also considered the impact of our water use on the local communities. According to the World Resources Institute Aqueduct tool, we are aware that water stress in two of our areas is to be monitored.



Energy and Emissions Reduction

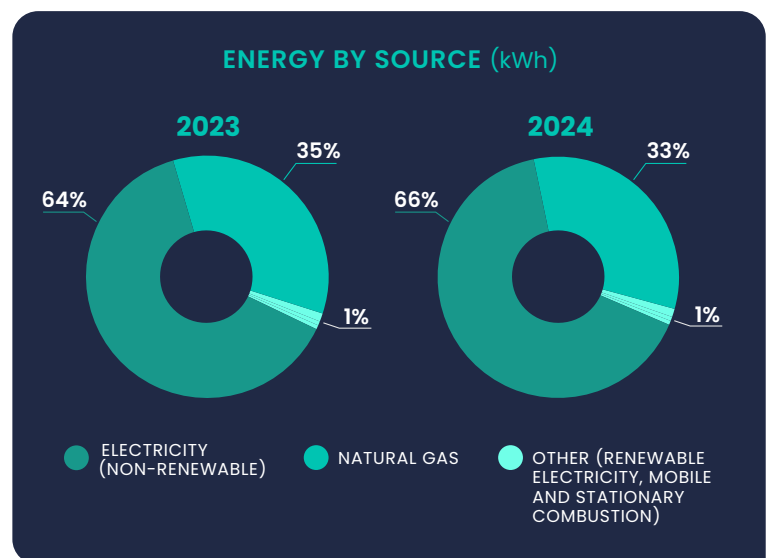
Building on our commitment to minimize environmental impact, we are focused on reducing the energy consumption and GHG emissions produced during our operations. This effort requires dedication and support from teams across our organization, our customers and our suppliers.



Energy

Our largest sources of energy stem from natural gas and grid-purchased electricity. We are strengthening our current efforts by continuing to prioritize energy conservation with the use of more efficient equipment, while also exploring alternative, low-carbon energy solutions. For example, three of our facilities have installed solar panels, with another facility purchasing solar energy. Together, this renewable energy accounts for nearly 1% of our total energy footprint.

To help further reduce our energy footprint, we spent more than \$6 million on facility and process improvements focused on heating, cooling and lighting efficiency.



Operational Emissions

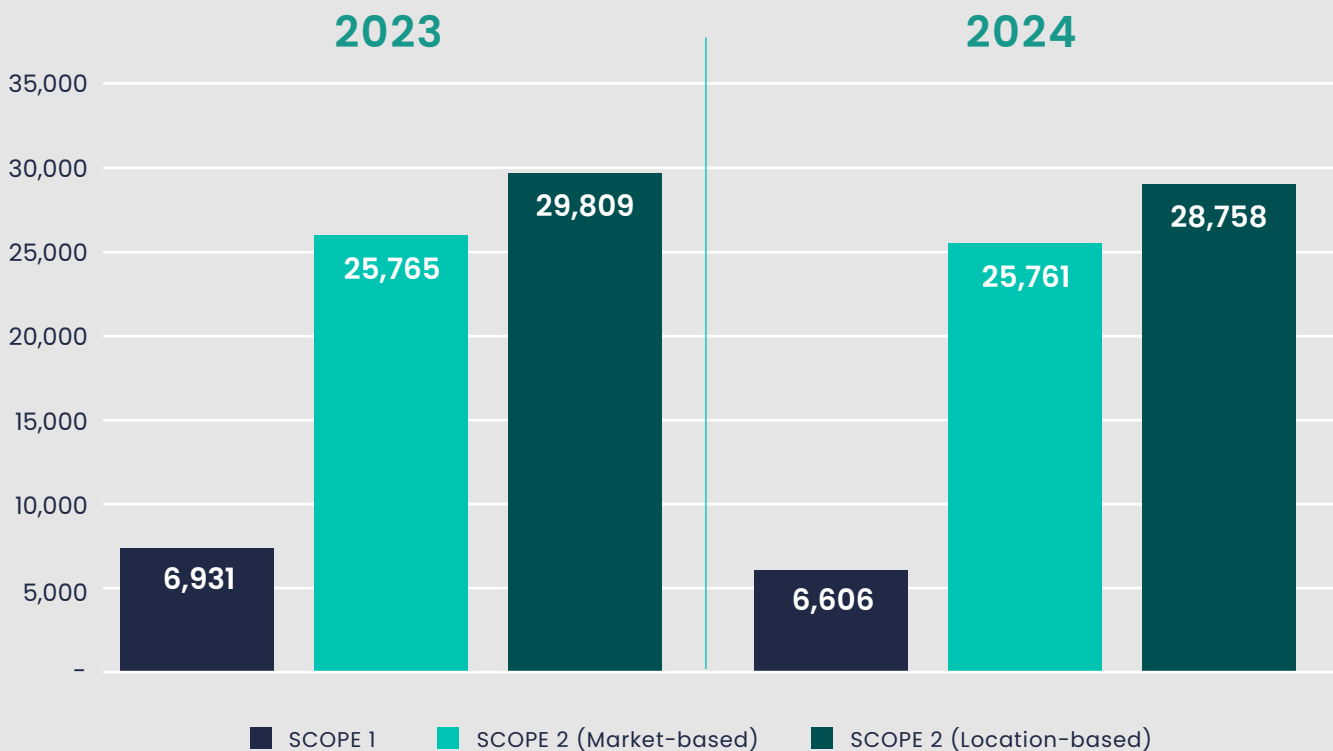
Our operational emissions associated with Scope 1 and Scope 2 (market-based) emissions were measured in metric tons of carbon dioxide equivalents (MT CO₂e), primarily from the combustion of natural gas and consumption of grid-purchased electricity. We continue to evaluate our carbon footprint to refine our emissions reduction strategies.

We calculated our emissions in accordance with the GHG Protocol's Corporate Standard and GHG Protocol Scope 2 Guidance based on monthly and annual energy and emissions information. Gases accounted for include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

Scope 3 Emissions

In addition, we are continuing our efforts to lower our Scope 3 emissions by working with our value chain partners. Our first step is to conduct a thorough screening of our supply chain. Once we have established our baseline, we intend to conduct regular assessments to help monitor progress and measure reductions in the years ahead.

GHG EMISSIONS (MT CO₂e)



Sustainable Supply Chain

Our product portfolio and the choices we make during product development enable a cleaner and more sustainable planet. As we explore alternative materials that meet or surpass current standards, we contribute to a reduction in the demand for raw materials, lowering energy consumption, cutting GHG emissions, and achieving other environmental benefits; however, we cannot do this on our own. It requires the alignment of our value chain, including our suppliers, customers and end-users.



“We are committed to being a strong, ethical company and to always do the right thing within our operations and supply chain. Together with our suppliers, we can deliver quality products with best-in-class technology that protects our people, our planet and our customers.”

Rakesh Gangwani, Vice President, Strategy

Our procurement function, led by the Vice President of Supply Chain, is responsible for overseeing the planning and procurement functions. We are committed to strategically sourcing products and services that are vital to our successful operations while providing a fair and equitable selection process. We select suppliers who not only share our commitment to quality and value but also who commit to conduct their business with integrity and “doing the right thing.”

When evaluating a vendor or supplier, we use both proactive and reactive methods to assess risks. We leverage screenings to understand sustainability performance, including energy consumption and other environmental factors.

Compliance with our [Supplier Standards and Processes](#) is monitored by our global purchasing organization throughout the year and applies to all current and new suppliers. To support our suppliers and ensure they understand our expectations, we have implemented a number of standards and processes that can be accessed via the supplier section of our [website](#).

Supplier Code of Conduct

Our [Supplier Code of Conduct \(SCoC\)](#) outlines our supplier expectations to create and maintain a responsible supply chain. The contents of our SCoC reflect our core values of build trust, be inclusive, have courage, and show caring. Topics include anti-bribery and corruption, I&D, environment, workplace health and safety, human rights and more.

The SCoC applies to everyone within the supplier organization, including employees, management, senior leadership, sub-contractors, tiered suppliers and other business partners. As part of this agreement, suppliers are required to:



Failure to comply with these requirements and the responsibilities set forth in the SCoC may result in contract terminations and/or legal actions, as appropriate.



“As a global corporation, Atmus holds a firm belief in our collective responsibility to champion sustainable and environmental stewardship. When collaborating with our suppliers, we aim to amplify our impact, ensuring that our actions resonate positively within our local communities and contribute to the greater well-being of our planet.”

Paul Massey, Vice President, Supply Chain

Supplier Handbook

To further support our approach to supply chain management, we created a [Supplier Handbook](#) that is aligned with ISO 9001 and International Automotive Task Force (IATF) 16949. This handbook focuses on the quality of products and services supplied to Atmus, outlining the minimum requirements that our suppliers must meet in order to conduct business with us. This builds upon our philosophy of excellence and commitment to always deliver superior results.

Conflict Minerals

Our core materials purchased include steel, filter media and petrochemical-based products such as plastics, rubber and adhesives. There are certain known risks within these respective industries. While we do not have direct relationships with tin, tantalum, tungsten and gold (3TG) smelters or refiners, we do engage with suppliers and other major manufacturers in our industry who may rely on chain of custody information such as that gathered from the Responsible Business Alliance–Global e-Sustainability Initiative (RBA–GeSI) Conflict Minerals Reporting Template. The Atmus Technical Compliance Director, along with the Legal Ethics and Compliance Team, are responsible for overseeing our control systems, compliance with regulations, and submitting [annual reports](#).



Product Design and Quality

With more than 1,200 worldwide active or pending patents and patent applications, we are proud of our extensive technological knowledge and draw on our more than 65-year history of filtration and media expertise. Our Vice President and Chief Technical Officer leads our global engineering and research and development (R&D) teams, and our Senior Vice President and President of Power

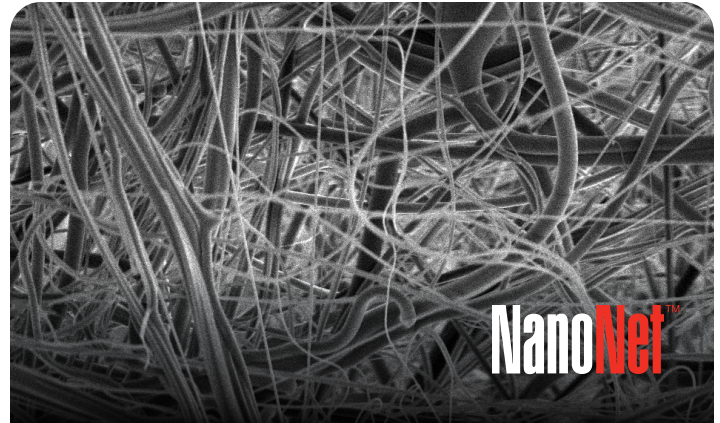
Solutions helps oversee product planning, management and launches. This joint approach allows us to exceed our customers' expectations for performance and quality, as we also help to protect their equipment, extend service life, reduce their total cost of ownership, and aid them in their compliance with various regulatory requirements.

Enhanced Design

We focus on delivering new technology and innovative solutions to our customers and end-users who face increasing environmental regulations. In 2024, we committed more than \$40 million for R&D and engineering, focusing most recently on ways to support the use of alternative fuels and changing fuel blends, tighter engine tolerances and evolving emissions requirements.

To support our product design research, we operate five technical centers that are IATF 16949 certified for quality management, with four of these centers also maintaining ISO 17025 accreditation for testing and calibration. These centers are located across four countries, hosting a team of over 350 engineers, scientists and technical experts.

As we continue to expand our Life Cycle Assessment (LCA)-based approach for product design, we also incorporate advanced modeling and simulations to analyze hundreds of thousands of configurations. This approach, along with our deep subject matter expertise, has allowed us to establish our internal Design for Sustainability (DFS) Guidelines. The DFS guidelines are focused on environmental sustainability opportunities such as the use of recycled materials, reducing materials of concern and more. We intend for our innovation and responsibility mindsets to foster the use of eco-friendly materials, extend the life of our products, and design for longevity and recyclability. As we continue to explore various design features and production strategies, we aim to lower our own environmental impacts and help our clients protect their investments now and in the future.



In recent years, global environmental regulations have required vehicle manufacturers to increase fuel economy and lower emissions for internal combustion engines. These regulations have led to the use of high-pressure common rail (HPCR) injection systems for diesel engines, which require ultra-clean fuel to protect fuel injector particle abrasion. Particle abrasion will wear injector components, causing fuel system and engine performance degradation. Fleetguard fuel filters, which leverage our NanoNet filtration portfolio, provide enhanced fuel filtration protection compared to conventional fuel filters. Our NanoNet filtration portfolio protects fuel injectors from wear, leading to reduced maintenance and longer injector life.

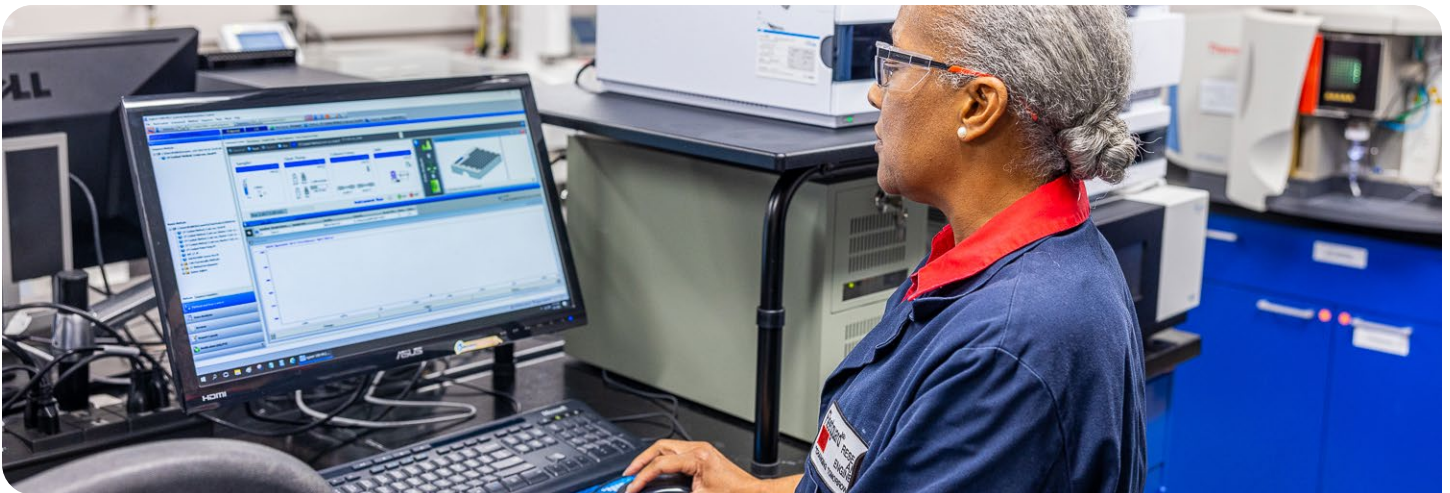


“We continually invest in new technology to deliver world-class filtration solutions. With our patented technologies and commitment to quality, customers across industry types rely on us to keep their operations running cleanly and efficiently while maximizing performance.”

Greg Hoverson, Vice President and Chief Technical Officer

Quality

The industries that our customers serve sustain the global economy by harvesting crops, transporting goods, moving commuters, and mining essential minerals. The parts we supply for power generators play vital roles in keeping hospitals and data centers operational during power outages, ensuring that critical services remain uninterrupted; therefore, before we go to market, we thoroughly test our products in our laboratories around the world, applying advanced proprietary testing methods that go beyond the industry standards. We have won numerous awards from our OEM customers because of our product design, quality and reliability.



“By manufacturing most of our filter media in-house, we stay at the cutting edge of technology. We develop and test our products to meet the evolving needs of each industry we serve, so our customers’ equipment can get the job done.”

Charles Masters, Senior Vice President and President, Power Solutions



Our Principles

Our corporate governance principles are designed to foster sound decision-making and align our business strategies with stakeholder interests. We uphold strict ethical standards and transparency throughout all operations, **ensuring that our business practices are fair, responsible and compliant** with applicable regulations.

IN THIS SECTION

SDG FOCUS AREAS





We approach **Data Privacy and Cybersecurity** as a joint task force committed to preventing breaches, unauthorized disclosures or disruptions to our systems. We build trust through transparent, ethical and legal data handling practices and protecting what is important by reducing risks to Atmus and its employees, customers and suppliers.

Our Cybersecurity team is focused on the integration of the National Institute of Standards and Technology (NIST) Cybersecurity Framework to identify, protect, detect, respond and recover.

The Data Privacy team leverages the NIST Privacy Framework to identify, govern, control, communicate and protect.



“We build trust through transparent, ethical and legal data handling practices and protecting what is important by reducing risks to Atmus and its employees, customers and suppliers.”

Laura Heltebran, Chief Legal Officer and Corporate Secretary

Corporate Governance

Our approach to corporate governance is based on our commitment to “doing the right thing” — a philosophy that is closely aligned with our purpose, values and organizational culture. We believe that a strong governance framework is essential for our success, creating long-term value for our stockholders, strengthening Board and leadership accountability, and building trust in the Company and its brand.

Board of Directors

Our experienced Board of Directors brings a diverse range of knowledge, perspective and experience to guide and drive long-term value to the company and is well-equipped to oversee our policies, direction, strategy and performance. The Board also advises senior management and adopts governance principles consistent with our [purpose and values](#). The Board meets at least five times annually, with additional meetings scheduled on an as-needed basis.



Stephen Macadam
Chair of the Board

Committees: Governance and Nominating, Talent Management and Compensation



Steph Disher
Director, CEO and President



Edwin Bennett
Director
Committees: Audit, Governance and Nominating



Diego Donoso
Director
Committees: Audit, Governance and Nominating



Gretchen Haggerty
Director
Committees: Audit (Chair), Governance and Nominating



Jane Leipold
Director
Committees: Governance and Nominating, Talent Management and Compensation (Chair)



Stuart Taylor II
Director
Committees: Governance and Nominating (Chair), Talent Management and Compensation



Board Committees

Our three standing committees, as described below, report regularly to the full Board on their respective activities and actions. Each Committee operates under a charter adopted by the Board of Directors. To review the details of each specific Committee charter, please visit the [Atmus Governance Documents](#).

AUDIT COMMITTEE

- Assists the Board in its oversight of the Company's financial statements.
- Hires, monitors and replaces our independent auditor, the independent auditor's qualifications and independence.
- Monitors the systems of internal control and disclosure controls that management has established.
- Monitors the performance of internal and independent audit functions.
- Reviews and approves related party transactions.
- Oversees cybersecurity risk management.

GOVERNANCE AND NOMINATING COMMITTEE

- Identifies qualified individuals to become Board members.
- Determines the composition of the Board and its committees.
- Monitors the process to evaluate Board effectiveness.
- Develops and implements the Company's Corporate Governance Principles.
- Assess the annual performance of the CEO.

TALENT MANAGEMENT AND COMPENSATION COMMITTEE

- Provides oversight of compensation strategies, including overall objectives, policies and procedures pertaining to compensating the Company's executive officers and directors.
- Reviews a risk assessment of the Company's compensation programs.
- Approves goals, including financial metrics, for our compensation programs.
- Provides oversight of the Company's executive talent management policies and programs.



6 OF 7 Board members are independent directors



3 OF 7 Board members identify as female



2 OF 7 Board members are ethnically diverse



62 Board member average age

Board Independence and Diversity

Atmus has appointed a group of highly qualified leaders to serve on its Board of Directors. Six of the Directors are independent in accordance with the definition of the New York Stock Exchange (NYSE). We believe that a mix of attributes, skills, experiences and backgrounds fosters an effective Board that is dedicated to the long-term success and interests of our stockholders and other stakeholders.

While evaluating candidates for our Board of Directors, our Governance and Nominating Committee only considers potential directors who share our company values. Additional factors include, without limitation, character, integrity, judgment, breadth of viewpoint and experiences, potential conflicts of interest and external commitments. We remain committed to equal employment opportunities while assembling the Board, and our Governance Committee reviews the appropriate characteristics, skills and experience of individual Board members on an annual basis.

Management Structure and Guiding Policies

Our corporate governance is based on clearly defined roles and expectations, high ethical standards, and continuous monitoring of compliance with governance responsibilities and objectives. Our corporate governance principles, adopted by our Board of Directors in compliance with the NYSE rules, provide a flexible framework for how our Board and its committees operate. Key tenets of our governance framework include, but are not limited to:

BOARD COMPOSITION

- Strong Board diversity
- Supermajority independent Board and independent Board Chair
- All committee chairs and members are independent

CONTROLS AND PROCEDURES

- Board self-evaluation
- Director orientation and continuing education
- Mandatory retirement age
- Annual assessment of Board leadership
- Stock ownership guidelines for directors and executive officers
- Prohibitions on hedging/pledging Company stock

MONITORING AND OVERSIGHT

- Robust policy for executive compensation
- Detailed strategy and risk oversight by Board and committees
- Advisory for senior management
- Actively monitor Company performance, senior management, risk management, compliance and stakeholder communications

Shareholder-Focused Policies

Based on shareholder feedback, our Board of Directors recently proposed shareholder-focused amendments to our Certificate of Incorporation, which were approved by our shareholders in May 2025.

The first change fully declassifies our Board of Directors by 2028, making all Board members up for election at each annual meeting and will serve for a term of one year. Secondly, the requirement for a “supermajority”, or 75% voting requirement on certain Charter amendments and removal of Directors, has been replaced with a simple majority.

To access our full Corporate Governance Principles, please visit [Atmus Governance Documents](#).

Our commitments to transparency, accountability and ethical decision-making extend beyond our leadership structure and are applicable to all employees and suppliers working on Atmus’ behalf. To support these commitments, we have established several key governance policies that guide the actions of our Board of Directors, executives and employees. These policies help ensure that we operate with integrity and in the best interests of our stakeholders.

In addition to our Corporate Governance Principles and Committee Charters, some of the most important governance policies that shape our operations include:

- **Atmus Code of Conduct:** Our Code of Conduct is available in eight languages, with more anticipated in the near future. The Code outlines the ethical standards and expectations for employees, directors and business partners to ensure integrity and accountability in all company activities. It provides guidelines to maintain a respectful and compliant work environment, addressing

issues such as conflicts of interest, confidentiality and legal compliance. This Code establishes our guidelines for acceptable employee behavior and stresses the importance of acting with honesty, fairness and respect in all business dealings.

- **Atmus Supplier Code of Conduct (SCoC):** Our SCoC establishes our expectations for suppliers to uphold ethical standards, integrity and compliance with applicable laws throughout their respective business practices. It emphasizes the importance of respecting human rights, environmental sustainability and ensuring fair labor practices throughout our supply chain.
- **Atmus Corporate By-Laws:** Our by-laws outline the rules and procedures governing the internal operations and management of the Company. They establish the responsibilities, powers and duties of the Board of Directors, officers and shareholders, and provide guidelines for meetings, elections and decision-making processes to ensure the company functions effectively and in compliance with legal requirements.



Ethics and Compliance

Atmus remains committed to maintaining high ethical standards and ensuring compliance with all applicable laws and regulations. Our core values underpin the importance of ethical behavior in all aspects of our operations. We maintain a robust system of training, policies and reporting channels to support a culture of compliance and address any potential concerns.

Corporate Policies

To ensure that we operate with integrity and in accordance with legal and regulatory requirements, we have established 22 core policies, 12 of which are dedicated to Ethics and Compliance (E&C). Collectively, these policies guide our leadership, employees and business partners in maintaining ethical conduct and fostering a culture of transparency and accountability. Examples of applicable policies include:

- Our [Anti-Bribery Policy](#) prohibits bribery with private individuals, entity or government officials under any circumstances. The quality of our products, services and people drives our business success. As such, we require all employees and business partners worldwide to adhere to our anti-bribery policy and comply with applicable local laws.
- Our [Fraud Reporting Policy](#) strictly prohibits all types of fraud, false information or misleading entries in our financial reports or any other company records. We are committed to transparency in our financial reporting and promptly investigate any reported incidents.
- Our [Human Rights Policy](#) underpins our commitment to safeguard human rights in the communities where we operate, ensuring that all individuals are treated with dignity and respect. We strictly prohibit forced labor, child labor and human trafficking, and require our suppliers and partners to adhere to our human rights standards. For additional legal disclosures related to forced labor, conflict minerals and supply chain transparency, please visit the Human Rights section of our [Ethics and Compliance](#) webpage.
- Our [Insider Trading Policy](#) reinforces and requires strict compliance with all laws and policies that prohibit trading based on material, confidential and/or nonpublic information.
- Our [Health, Safety and Environmental Policy](#) supports our enterprise Health Safety Environment Management System and establishes the objectives required to meet improvement targets for illness and injury prevention; health and well-being promotion; health, safety and environmental risk reduction; pollution prevention; and natural resources conservation.

Training

We have established an E&C Learning Program designed to foster a culture of integrity, accountability and ethical decision-making throughout our organization. Our comprehensive curriculum includes web-based training, on-site learning and role-specific education to address key risk areas. Our approach focuses on accessibility, engagement and continuous improvement, ensuring that employees across all levels of the company understand their responsibilities and are properly equipped to navigate ethical challenges.



As new hires, employees are required to complete basic onboarding training. This includes six E&C web-based courses covering workplace conduct, fraud, anti-harassment and discrimination, conflicts of interest, data privacy and insider trading. Existing employees are required to complete Code of Conduct training on an annual basis. Our office and non-exempt employees are also required to undergo an Annual Ethics Certification. This process requires individuals to certify that they understand and agree to abide by our Code of Conduct and acknowledge their receipt of company policies regarding ethics and compliance. This process provides our employees with the opportunity to request additional information, ask questions, and ensure their own understanding to maintain compliance with company requirements and expectations. We anticipate expanding this process to all employees in the future.

External Partnerships

We collaborate with business partners who align with our values and uphold the same high standards we set for ourselves. In selecting partners, we consider factors such as quality, service, price and reputation, and conduct due diligence to ensure that our business partners operate ethically and legally. We maintain transparency by disclosing any potential conflicts of interest with suppliers, customers or other third parties.

Ethics Hotline

We are dedicated to upholding our Company values and conducting our business with the highest standards of ethics and integrity, no matter where we operate in the world. We encourage all employees, partners and stakeholders to speak up and report concerns, especially so that we may remain true to these values.

Our [Ethics Line](#) is operated by an independent, third-party provider and is available to access 24 hours a day, seven days a week. This system enables all users to complete the following actions anonymously and confidentially:

- Submit questions regarding ethics and compliance topics and inquire about company policies.
- Report concerns regarding financial and auditing issues, harassment, theft, substance abuse and/or unsafe working conditions.
- Monitor the status of previous reports or inquiries.

Once submitted, our team reviews every question or concern, ensuring that all reports are handled discreetly and respectfully. Reporters are not required to identify themselves and may remain anonymous (except where required by law). We strictly prohibit retaliation of any kind for raising a concern in good faith or cooperating with ongoing investigations.

Data Privacy and Cybersecurity

We understand the critical importance of ensuring the capacity, reliability and security of our information technology systems and data security infrastructure. This is essential not only to meet the expectations of our customers, business partners, employees and investors but also to preserve their trust and confidence.

Our cybersecurity and privacy programs align with the recognized frameworks established by the NIST and leverage the International Organization for Standardization and other applicable industry standards.

Management Framework

Our Board of Directors oversees the Company's overall enterprise risk management (ERM) process, including the management of risks arising from cybersecurity threats. The Audit Committee is responsible for overseeing our risk exposure to information security, cybersecurity and data protection, as well as the steps management has taken to monitor and control such exposures. It reports regularly to the Board regarding cybersecurity risk management.

Cybersecurity risks are assessed, identified and managed by our Executive Director of Cybersecurity, under the direct supervision of our Chief Information Officer (CIO) and with the assistance of our internal audit and legal teams. Our CIO maintains responsibility for the global IT strategy and oversees all technological infrastructure, digital platforms, enterprise security and business applications for Atmus and its employees. Our Executive Director of Cybersecurity shares information regarding such risks with our management's senior-level Information Security Council, which consists of our CIO, Chief Financial Officer, Chief Technical Officer, Chief Legal Officer and Corporate Secretary, Vice President of Strategy, and Director of

Internal Audit and ERM. This Council provides additional oversight for assessing and managing cybersecurity risks, with specialized experience in information science, data systems, cybersecurity, information assurance and risk management. They also report to the Board at least annually regarding data protection and current internal and external developments in cybersecurity.

In support of this management structure, we maintain robust protocols by which certain cybersecurity incidents that meet established reporting thresholds are escalated internally and, where appropriate, reported to the Audit Committee or the Board in a timely manner. The Audit Committee receives regular presentations and reports from our Executive Director of Cybersecurity and CIO on cybersecurity risks and prompt and timely information regarding any cybersecurity incidents that meet the established reporting thresholds.

Cybersecurity Risk Management and Strategy

We maintain a comprehensive, risk-based, third-party risk management process to identify, assess and manage cybersecurity risks associated with third-party service providers. Ongoing oversight, including assessments and audits, is conducted for all providers with access to sensitive data. This includes thorough due diligence, security and privacy assessments, and contracts with stringent security and data protection terms. We complete a thorough cybersecurity risk assessment on an annual basis, followed by penetration testing and monthly internal and external vulnerability scanning.



Preserving the confidentiality, security and availability of our systems and data



Preventing and mitigating all cybersecurity threats



Effectively responding to cybersecurity incidents, should they occur

Our disaster recovery plans, business continuity plans and incident response plans help us ensure we are well-prepared for any network intrusions or virus incidents that may occur. These are regularly tested and evaluated to ensure effective and repeatable processes for addressing cybersecurity incidents. These plans include contingency and recovery strategies for both internal and vendor-managed systems, and assessment results are used to inform our enhancements to governance, policies, procedures, technologies and partner decisions in an effort to continuously monitor and improve our cybersecurity risk management. We also use third-party support, including vendors, consultants and assessors, to analyze risk exposure, identify remediation opportunities, and reduce our overall cybersecurity risk.

In addition to our contingency and recovery plans, we maintain a robust set of cybersecurity and data privacy policies that establish guidelines for our employees and business partners to access, use, safeguard and dispose of data and information in ethical and responsible manners.



Enterprise Risk Management

Our Board of Directors and its committees play critical roles in the oversight of our risk management processes and mitigation strategies. We have established an Enterprise Risk Management (ERM) program that is intended to identify, categorize and analyze the relative severity and likelihood of the various types of material enterprise-related risks we may be subject to. We have also established an Executive Risk Council, chaired by our Chief Legal Officer and Corporate Secretary, that includes our Chief Financial Officer, Chief People Officer and President, Power Solutions. They review and update our material enterprise-related risks and their mitigation plans.

We assign ownership of our most significant enterprise risks to a senior member of our leadership team. Our Board of Directors, Audit Committee, Talent Management and Compensation Committee, and/or Governance and Nominating Committee receive periodic reports and information directly from the assigned senior leaders who have functional responsibility over our enterprise risks, reviewing their proposed mitigation strategies and monitoring our progress in risk reduction. Enterprise risks could include prominent business functions such as operations, finance and legal, as well as general regulatory, cybersecurity, strategic and/or reputational risks that pose a material impact to the business.



Closing

To our valued stakeholders: we are proud of the progress we have made thus far and are excited to share this inaugural sustainability report with you. Looking ahead, we remain committed to enhancing the transparency and detail of our corporate sustainability communications, ensuring we hold ourselves accountable as we work to embed sustainability into every aspect of our organization. We will continue to advance our sustainability initiatives, focused on making meaningful progress for our most material sustainability topics through collaboration with our employees, customers, partners, shareholders and communities. Thank you for joining us on this important journey.

For questions related to the content of this report, please [contact us](#).

Appendices

KEY PERFORMANCE INDICATORS

People	Unit of Measure	2023 Results	2024 Results
Employment Metrics			
Employment Type			
Full-Time	Individuals	4,437	4,447
Part-Time	Individuals	37	33
Contractor/Other	Individuals	74	204
Employee Gender			
Female	Individuals	1,897	1,959
Male	Individuals	2,647	2,664
Not Disclosed	Individuals	4	61
Covered by Collective Bargaining			
Employees	Percentage (%)	53	53
Employee Health & Safety Metrics			
Fatalities	Number	0	0
Serious Injury or Fatality (SIF)	Number	2	0
Potential Serious Injury or Fatality (PSIF)	Number	19	29
Total Recordable Incident Rate (TRIR)	Per 200,000 Hours Worked	1.10	0.98

KEY PERFORMANCE INDICATORS CONTINUED

Planet	Unit of Measure	2023 Results	2024 Results
Energy			
Natural Gas	kWh	37,026,064	35,221,729
Propane – Stationary	kWh	392,055	423,588
Diesel Fuel – Stationary	kWh	82,962	25,156
Liquefied Petroleum Gas (LPG)	kWh	0	105,426
Distillate Fuel Oil No. 2	kWh	320	320
Motor Gasoline	kWh	241,046	245,096
Diesel Fuel – Mobile	kWh	152,739	149,275
Ethanol	kWh	30,055	18,226
Propane – Mobile	kWh	10,025	4,906
On-Site Renewable	kWh	868,654	124,754
Purchased Electricity	kWh	67,714,458	69,990,970
Emissions			
Scope 1	MT CO ₂ e	6,931	6,606
Scope 2 (Location-Based)	MT CO ₂ e	29,809	28,758
Scope 2 (Market-Based)	MT CO ₂ e	25,765	25,761
Water			
Withdrawal	Gallons	30,675,159	34,690,091
Discharge	Gallons	26,912,995	22,571,170
Consumption	Gallons	2,926,939	2,963,437
Waste			
Total Waste Generated	Pounds	23,507,097	21,709,664
Hazardous	Pounds	1,353,830	1,207,848
Non-Hazardous	Pounds	22,153,267	20,501,816
Hazardous Waste	Pounds	1,353,830	1,207,848
Incinerated With Energy Recovery	Pounds	244,865	189,102
Incinerated Without Energy Recovery	Pounds	25,436	–
Sent to Landfill	Pounds	3,000	–
Recycled	Pounds	1,080,528	1,018,746
Non-Hazardous Waste	Pounds	22,153,267	20,501,816
Incinerated With Energy Recovery	Pounds	3,531,812	2,720,250
Sent to Landfill	Pounds	2,656,352	3,215,687
Composted	Pounds	90,458	97,190
Recycled	Pounds	15,874,645	14,468,689

KEY PERFORMANCE INDICATORS CONTINUED

Other Metrics	Unit of Measure	2023 Results	2024 Results
Employment Metrics			
Certifications			
ISO 14001	Number of Facilities	Not Available ¹	9
ISO 45001	Number of Facilities	Not Available ¹	9
ISO 17025	Number of Facilities	Not Available ¹	4
IATF 16949	Number of Facilities	Not Available ¹	5
ISO 9001 or ISO/TS 16949	Number of Facilities	Not Available ¹	9
Patents			
Issued or Pending	Number	Not Available ¹	>1,200

1. Certifications and patents in 2023 were not solely owned by Atmus.