



2025 SUSTAINABILITY REPORT

OUR PEOPLE.

OUR PLANET.

OUR PRINCIPLES.

About This Report

Atmus' Sustainability Report is designed to disclose available information and data for operationally controlled and wholly owned subsidiaries during the 2025 fiscal year (January 1, 2025 – December 31, 2025). Additionally, we acquired Koch Filter on January 7, 2026 and therefore do not include Koch Filter information in the 2025 Key Performance data. For completeness, we have included information for Koch Filter in the report narrative for Our Global Footprint, Our Business at a Glance and Our Products. 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 the United Nations Sustainable Development Goals (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 2025 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 various applications of stakeholder engagement and assessment. 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 Atmus investor relations website at <https://investors.atmus.com>.

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2025 SUSTAINABILITY REPORT

Introduction

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Steph Disher
Chief Executive Officer and President

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

Creating a better future by protecting what is important.

The world is bigger than us. And through our sphere of influence, we have the opportunity to create a better future. That is what drives us.

Our purpose demands that sustainability is a part of everything we do. Sustainable choices made across our operations, our business strategies and through our everyday actions allow us to protect what is important: people, communities, the planet and our shared future.

People build businesses. And when it comes to **our people**, our high standards coupled with a caring and inclusive culture mean we're cultivating an environment where everyone can reach their potential and make an impact. Clearly defined values and behaviors guide the way we interact and work, enabling us to focus on what is important. In practice, this looks like investing in the health, safety and wellbeing of our employees through investment in risk reduction, training on human factors that impact safety decisions and celebrating positive safety behaviors that help us meet our goal that no one gets hurt. This looks like emphasizing a learning-oriented culture, where we encourage cross-functional partnerships, formal and informal mentoring opportunities, and investment in training, certifications and higher education to grow and develop our people. This also looks like a shared goal to focus on our customers to enable their success, which in turn strengthens our Atmus community and inspires the workforce to grow together.

Our products protect **our planet** — that's what they are designed to do. Within the walls of our filters are advanced technologies designed to capture harmful contaminants from air, fuel and other liquids. Yet, our responsibility to our planet does not stop with what comes off the manufacturing line. We know that the choices we make across our business can have a lasting impact on our communities and our environment. Whether at the facility level where we are increasing our use of renewable energy, reducing our water and raw material consumption or disposing of materials and waste in a sustainable manner, we are making conscious choices to reduce our footprint on the planet.

Finally, it is **our principles**, underpinning how we conduct business and make decisions, that set the standard for the impact we have. Our diverse Board of Directors helps shape how we think about our future and oversee the governing principles to help us get there. Through our Code of Conduct, we outline the expectations for how we conduct business, holding ourselves and everyone we do business with to high ethical standards. Coupled with our values, behaviors and strategy, our principles enable all employees to influence a culture of trust and courage at Atmus.

As a global company, we know it is a responsibility and privilege to influence and shape a sustainable tomorrow. Together as a team with our customers, our suppliers and all our stakeholders, we are **creating a better future by protecting what is important**. I hope you enjoy our 2025 sustainability report. Thank you for being on this journey with us.



About Atmus

Atmus Filtration Technologies is an independent filtration leader with more than 65 years of proven expertise. We protect the operations that keep the world running. We protect the infrastructure powering the energy transition. We protect what matters most to our shared future.



A History of Innovation. A Vision for the Future.

Our history dates back more than six decades to 1958 with a founding within Cummins and a single filter production line in Seymour, Indiana, United States (U.S.). Fully independent since 2024, Atmus operates through two business segments: Power Solutions, which serves global on- and off-highway equipment markets through its trusted Fleetguard® brand; and Industrial Solutions, which provides indoor air solutions to markets including commercial and industrial HVAC, healthcare, data centers and power generation environments through its Koch Filter® brand.

We continue to differentiate ourselves through a vast global footprint, comprehensive portfolio of premium products, technology leadership and multi-channel path to market. Most importantly, the products we engineer and sell help protect what is important — people, communities, the planet and our shared future.

Headquartered in Nashville, Tennessee, U.S., Atmus employs nearly 5,000 people across our 14 manufacturing facilities, five technical centers and 10 distribution centers with a global presence on six continents. United by our core values and growth strategy, our team of talented and dedicated employees continues to drive cutting-edge innovation and deliver the high-quality, long-lasting filtration solutions that protect our customers' business operations and the people who rely on them.

Our Purpose

We Protect What Is Important: Creating a Better Future

Our culture is driven by an aspiration to create a better future by protecting what is important. 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 wellbeing 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.

Our Global Footprint*



“We are expanding our portfolio across our business segments to deliver high-impact solutions for our customers. By strengthening our capabilities across industries, we help customers operate more efficiently and reliably — while protecting people, processes and performance.”

Rakesh Gangwani

Senior Vice President, Strategy and President, Industrial Solutions

* Includes Koch Filter acquired Jan. 7, 2026

Our Business at a Glance*

Global Leader in Filtration and Media Solutions

KEY STATISTICS

NYSE TRADED

87%

of Net Sales from
Aftermarket

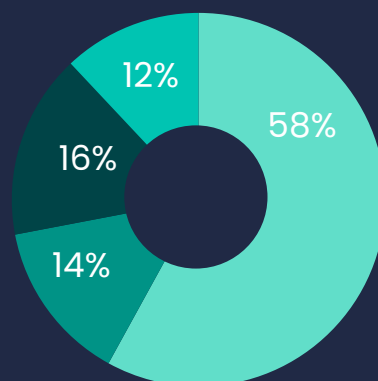
1,200+

Issued / Pending
Patents

~5,000

Employees

NET SALES BY GEOGRAPHY



- United States & Canada
- Asia Pacific
- Europe, Middle East & Africa
- Latin America

Diverse Segments Driving Growth



POWER SOLUTIONS

Filtration solutions for global OEM and
aftermarket commercial vehicle market



INDUSTRIAL SOLUTIONS

Leading provider of mission critical
industrial air filtration products

END MARKETS



On-Highway



Agriculture



Construction



Mining

END MARKETS



Commercial
Office & Retail



Healthcare



Data Centers



Industrial

* As of year-end Dec. 31, 2025, and includes 2025 Koch Filter results. Koch Filter acquired Jan. 7, 2026

Our Products

We are proud of our history and culture of innovation. Our team of approximately 350 engineers, scientists and technical specialists build proprietary, leading-edge filtration technology, tested far beyond industry standards, through two business segments: Power Solutions and Industrial Solutions. Our products are designed to deliver clean and conditioned fluids that help our customers do their jobs better, reduce emissions, lower energy consumption and provide clean working and living conditions in the most critical environments. What needs protecting keeps evolving — and so do we.

Power Solutions



High-performance filtration solutions for the global commercial vehicle market through our iconic Fleetguard brand. Many of our Fleetguard products offer benefits such as better fuel economy, longer product life and superior performance for emissions reduction.



Air Filtration
Durable, high-capacity, high-efficiency air filters



Lube
Ensures lubrication is supplied to critical engine components and protects them from harmful particles throughout the service life



Crankcase Ventilation
Protects engines and reduces oil consumption by eliminating mist, aerosol vapors and oil drip

Key component of engine emissions control



Fuel Filtration
Provides fuel free of debris and water to extend engine life and improve engine and fuel system performance



Hydraulic Filtration
Provides higher efficiency and dust capacity with lower pressure-drop characteristics while removing the smallest contaminants



Coolants and Chemicals
Enables optimal engine performance and prevents engine from overheating

Industrial Solutions*



A full range of indoor air filtration solutions designed to support diverse environments and performance needs under the Koch Filter brand. Koch products are used across HVAC, healthcare, data centers and power generation markets.



HVAC Filtration
Reliable filtration solutions designed for everyday HVAC systems, providing consistent performance and protection across commercial and industrial environments



High-Performance Filtration
High-efficiency filtration solutions engineered to enhance particle capture while optimizing airflow and energy performance in more demanding environments



Engineered Filtration Systems
Engineered housings and integrated filtration systems designed to support performance, reliability and seamless implementation across a range of applications



Critical Environment Filtration
Advanced HEPA filtration designed for critical environments requiring exceptional air cleanliness, reliability and consistent high-efficiency performance



Specialized Filtration Solutions
Specialized filtration solutions developed to address odors, volatile organic compounds (VOCs) and industrial particulates, supporting enhanced air quality in complex and demanding applications

* Koch Filter acquired Jan. 7, 2026

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. Our journey now includes integrating the Koch brand into our sustainability efforts, while continuing to refine our initiatives and grow our companywide impact.

Integrating sustainability efforts related to Our People, Our Planet and Our Principles is the right thing to do. It's also good for our stakeholders, our customers and our business, as we look to continue advancing a culture rooted in a shared purpose.

Our Sustainability Focus Areas

Our sustainability efforts are centered on the topics most significant to our business, as these areas are where we have the greatest opportunity to continue **creating a better future by protecting what is important.**



PEOPLE

- Employee health, safety and wellbeing
- Inclusion and diversity of perspective
- Talent attraction, retention, development and training



PLANET

- Emissions reduction
- Product design and sustainable supply chain



PRINCIPLES

- Data privacy and cybersecurity

Developing Our Sustainability Strategy

As we move forward, we are leveraging what we know about our business impacts as well as our understanding of the United Nations Sustainable Development Goals (SDGs) and other sustainability frameworks to inform our sustainability strategy. Our people, planet and principles form the foundation of how we protect what is important. We embed these commitments throughout our business, ensuring that sustainability and protection are inseparable from how we operate.



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OUR PEOPLE

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Our People

People build businesses — and we are building a company where every employee is empowered to make an impact. We protect our people by investing in their success, wellbeing and ability to thrive. We are committed to creating a culture where every employee can contribute meaningfully to our purpose and feel the weight of what they protect. We are particularly focused on the following topics.



Health, Safety and Wellbeing is central to how we protect our people. Our safety-motivated culture goes beyond compliance. We've created systems, training and behaviors designed so no one gets hurt. 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. Beyond compliance and standards, our approach to safety is underpinned by our core values and the behaviors of our employees every day



Inclusion and Diversity of Perspective (I&D) is how we protect the future by ensuring every voice is valued and every perspective strengthens our company. We are committed to cultivating an inclusive workplace that values diversity of perspective, fosters collaboration and promotes equal opportunity. Diverse teams make better decisions and drive innovation that protects what matters most.



Employees supports our commitment to attracting, supporting and retaining a workforce empowered to thrive while advancing our purpose and business objectives.

Health, Safety and Wellbeing

It is our commitment to create a better future by protecting what is important, and for us, that begins with the protection and wellbeing 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

The wellbeing of Atmus employees is one of our highest priorities. Oversight of Atmus' Health, Safety and Environment (HSE) program resides with the Senior Vice President of Supply Chain and is led by the Global Health, Safety and Environment Director. To guide and support day-to-day operations, Atmus has established an enterprise-wide Health, Safety and Environmental Management System (HSEMS). This framework incorporates standardized procedures, processes and tools designed to help achieve our safety and environmental objectives.

We continued to align with International Organization for Standardization (ISO) requirements to build a world-class approach to HSE management. Selected using a risk-based approach, 10 facilities are certified to ISO 14001 and ISO 45001 standards for environmental and occupational health and safety management systems. During the year 2 surveillance audit in 2025, all in-scope facilities maintained their certifications.

"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

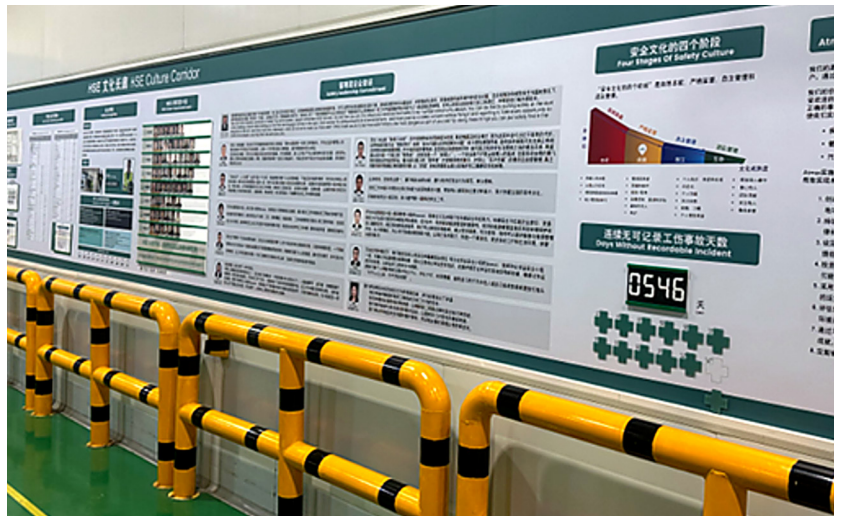
Health & Safety Training

As our organization continues to grow, we remain committed to strengthening our safety culture through comprehensive training and development.

During 2025, employees received an average of approximately 20 hours of health, safety and environmental training, covering topics ranging from hazard recognition and risk assessment to environmental stewardship and employee wellbeing. Training was delivered through a blend of classroom instruction, self-directed learning and interactive experiences, including hands-on safety DOJO activities designed to reinforce practical skills and critical thinking.



A key focus of our training strategy is helping employees recognize and manage the states of mind that contribute to human error – including fatigue, complacency, frustration and rushing. By continuously investing in learning and engagement, we empower employees to make safer decisions and reinforce our belief that every injury is preventable and no task is so important it cannot be performed safely.



Health & Safety Culture

Building a strong safety culture requires active employee engagement and personal accountability. In 2025, we launched our first annual Safety Pledge campaign, centered on the message “I Am the Key to Our Health and Safety.” The campaign encouraged employees to take ownership of their own safety and show caring for others, reinforcing our belief that every employee plays a critical role in creating a safe workplace. Our Safety Pledge banners are proudly displayed at each site around the world.

Employee participation continued to grow through our Good Catch program, which enables our employees to show courage by reporting concerns and sharing their improvement ideas. In 2025, Good Catch submissions increased by more than 100%, surpassing 10,000 globally. Good Catch also serves as a platform to recognize employees who demonstrate accountability and commitment to protecting others. In 2025, we launched a new global recognition award for the top 100 Good Catches.



Health & Safety Initiatives

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

Machinery Safety remains a core initiative as we continue our commitment to eliminating serious injury or fatality (SIF) events. Building on the strong foundation established in 2024, each facility maintained a comprehensive inventory of machinery, completed safety risk assessments with competent external partners and continued to close identified remediation actions for high-risk hazards.

By the end of 2024, 239 remediation projects were successfully closed. In 2025, we further accelerated progress, completing an additional 204 remediation projects to address identified risks and strengthen our controls. Through these sustained efforts, we delivered on our commitment to safeguard our people while advancing our overall machinery safety performance.

Ergonomics continues to be a key focus area as we work to reduce the physical demands and repetitive stresses that can impact employees over time. Through a combination of employee engagement and AI-supported ergonomic risk assessments, our teams are better equipped to identify ergonomic hazards and implement practical solutions.

In 2025 we proudly continued our tradition of the **Ergo Cup**, providing an opportunity for sites to share best practices and showcase projects that enhance workplace design, eliminate manual handling and leverage automation.



Our winning Ergo Cup projects came from our teams in **Brazil**, **France** and **South Korea** who, respectively, developed an innovative jig fixture design, motorized carts for moving equipment and automated media roll handling.

Learning from **Potential Serious Injury and Fatality (PSIF)** events remains a focus of our HSE program. In 2025, we saw a reduction in PSIF occurrences associated with Powered Industrial Vehicles (PIVs) at our Distribution Centers following the implementation of AI-enabled safety technologies designed to reduce risks.

Health & 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 2025, four audits were completed. This partnership ensures we operate in compliance with local laws and regulations, helps us identify the right corrective action tasks and serves as an extension of our HSE team as we continue to build our HSE resources.

HSE Engagement Events

We strengthened all-employee engagement through company-wide initiatives, including World Safety Week, Environmental Week and Mental Health Week, each designed to promote learning, awareness and participation across our global workforce.

- **Safety Week** (April) encouraged participation through interactive learning activities, games, training events and family engagement opportunities.
- **Environment Week** (June) highlighted sustainability initiatives across our sites and communities, encouraging employees to adopt environmentally responsible practices at work and at home.
- **Mental Health Week** (October) reinforced our commitment to employee wellbeing by providing tools and resources to support psychological health alongside physical safety.

Health and Safety by the Numbers

As we reflect on 2025, we are proud of the significant progress made in strengthening our safety culture. **In addition to achieving zero serious injuries or fatalities (SIFs), we reduced our total recordable injury rate (TRIR) by 32% compared to 2024.** These results are a testament to the safety-motivated mindset embedded across Atmus and reflects our continued commitment to show caring for one another, ensuring everyone returns home safely each day.

Key Performance Metric		2023 ²	2024	2025
Total Serious Injuries or Fatalities (SIFs)	Total serious injuries	2	0	0
	Total fatalities	0	0	0
Total Recordable Injury Rate (TRIR) ¹		1.10	0.98	0.67

1. Per 200,000 hours worked
2. Baseline year



Inclusion and Diversity of Perspective (I&D)

Our organization is strongest when every employee feels seen, valued and respected for their individual attributes, experiences and unique perspectives. These differences enhance our culture and help build a community guided by our core values of trust, inclusivity, courage and caring.

Our inclusion and diversity efforts are integrated into every part of Atmus, shaping how we lead and how we support one another.

We are committed to ensuring all employees 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 champions Atmus' values that shape who we are, advancing inclusion and diversity, protecting human rights, elevating the employee experience and strengthening how we care for one another. Her guidance helps ensure these commitments are not just statements but lived practices across our organization.

Working alongside our teams focused on Inclusion & Diversity, Talent Attraction, Retention and Development, and Sustainability Strategy, she is helping build programs that reflect our belief in the power of diverse perspectives.

Together, these teams are creating a pathway for people to grow, contribute and feel a deep sense of belonging, fueling a culture where every employee has the opportunity to thrive.

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.

Our Non-Discrimination and Anti-Harassment 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. Atmus strictly prohibits any form of bullying, intimidation, threatening or other abusive conduct. The policy applies to all Atmus employees, 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 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, up to and including 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 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

Atmus supports several employee-led Employee Resource Groups (ERGs), each dedicated to empowering specific communities within our organization. Our ERGs are open to all employees and instrumental in cultivating an inclusive culture, promoting community and providing networking and developmental opportunities.



Atmus African/African American ERG

A4 focuses on four key pillars: Leadership and Professional Growth, Cultural Pride, Community Engagement and Recruitment and Collaboration.

In 2025, A4 hosted a panel that encouraged professional growth, courageous leadership and meaningful dialogue between employees and executive leadership.

The group also hosted educational sessions about prevention, early detection and resources for fighting breast, prostate, lung, colon and melanoma cancers.



Atmus Latin American Inclusion and Growth Network

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.

In 2025, ALIGN partnered with site leaders across the United States to organize a series of events to share the richness of Hispanic culture. More than 400 Atmus employees participated in these events, which took place at Atmus locations in Nashville, TN, Cookeville, TN, Neillsville, WI, Stoughton, WI, Walton, KY and Dallas, TX.

Also in 2025, ALIGN members volunteered to assemble 5,000 hygiene kits for distribution to neighbors in need through schools and nonprofit partners.



Women's Empowerment Network

WEN focuses on empowering group members, both present and future, by creating an environment that supports both individual and organizational success.

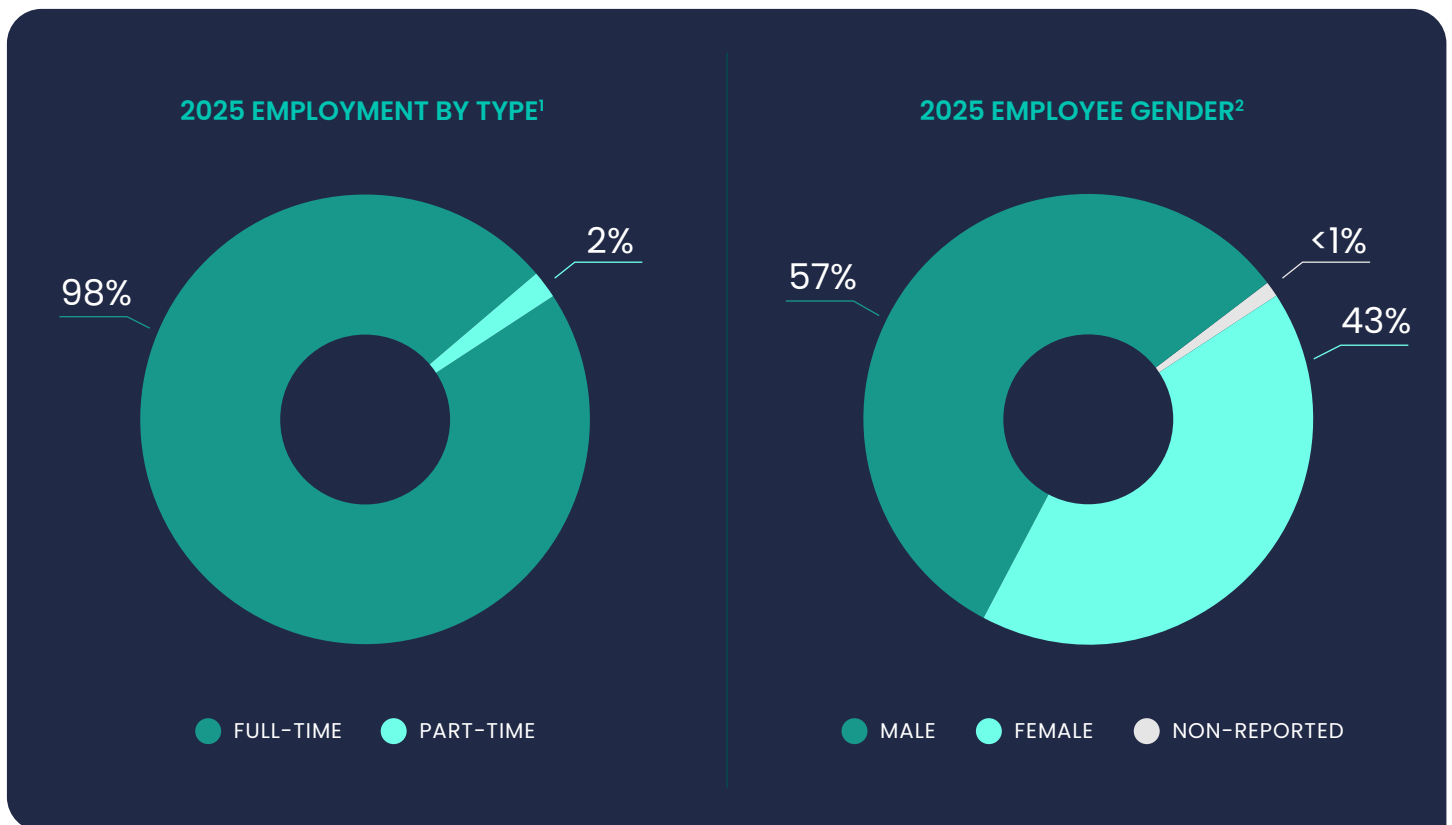
In 2025, WEN initiated a partnership with SWE (Society of Women Engineers), implemented multiple Global and Regional Development Initiatives and organized other events to enhance employee engagement and personal and professional growth.

WEN continues to host celebrations of International Women's Day across our global sites. WEN also actively participates in professional development activities such as ATMUS' National Intern Day Town Hall and a cross-ERG Mentoring Initiative.

Employees

At Atmus, we are dedicated to our employees' ability to thrive, both on and off the job. We strive to create a caring and inclusive culture, invest in professional development and maintain a workplace rooted in collaboration and trust.

2025 Global Employee Metrics



1. Numbers may not total 100% due to rounding.
2. Employees self-reported gender.

Employee Engagement

Our employees are the driving force behind our success and the key to building a better future. To ensure we meet the needs of our workforce, we recently implemented an annual “Your Voice Counts” employee engagement survey administered by a third-party vendor. We had a strong participation rate of 70% of our entire employee base, which was achieved by providing engagement methods tailored to each work location and making the survey available in all languages.

The survey results demonstrate our commitment to our employees. We achieved an 81% total favorability for sustainable engagement, which measured the following attributes: engaged, enabled and energized. We also achieved a 93% favorability rating for safety, which is three points above the manufacturing norm and one percentage point higher than our prior year total favorability score.

The results from the Your Voice Counts survey and other methods of engagement are used to identify actionable initiatives to enhance our employee experience.

“At Atmus, our people are the driving force behind our purpose. By fostering a culture where employees feel supported, inspired and equipped to grow, we create an environment where everyone can contribute meaningfully and build a more sustainable future together.”



Renee Swan
Senior Vice President and
Chief People Officer

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 Retention

Sustainable business success begins with attracting, developing and retaining exceptional talent while creating opportunities for employees to grow and thrive throughout their careers.

Our integrated talent strategy includes talent acquisition, leadership development, succession planning, internal mobility and early career programming. We also embrace a “hire to develop” philosophy, recognizing potential and creating opportunities for employees to grow their careers within Atmus.

We maintain partnerships with educational institutions and community organizations to broaden access to career opportunities and strengthen workforce readiness. By fostering an inclusive environment focused on learning, development and career growth, we help employees realize their potential while building a resilient talent pipeline to support long-term business sustainability and growth.

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 learning through daily, on-the-job experiences that provide upskilling and stretch assignments, allowing employees to explore internal job opportunities that match their career aspirations and support Atmus’ business needs. We also encourage social learning through collaboration, mentorship and knowledge sharing.

Structured learning is supported through formal internal opportunities, e-learning, comprehensive onboarding and tuition reimbursement for external education.

Maria’s Journey to Leadership

Growing up in Mexico, Maria learned the value of hard work as she witnessed her mother sacrificing for her children. When she began her career in 2002 as an intern in San Luis Potosi (SLP), Mexico, her dedication and contributions quickly led to a full-time position as a Quality System and Quality Coordinator, where she remained connected to Fleetguard products and developed her skills in a range of management positions.



Maria found the opportunity she most desired in 2021: Plant Manager. However, the position required her to move to Neillsville, Wisconsin in the US. The move brought excitement but also challenges: a new language, distance from family, different cultural expressions and the complexities of workplace leadership.

Maria recognized quickly that her primary opportunity was to be a trusted person for her team – an organic leader. Being someone others can rely on and confide in has helped her achieve each of her professional goals.

Maria stresses that to be successful, “You have to take on something that causes you to stretch.” By consistently seeking opportunities for growth and improvement, developing deep expertise and sharing your insights, you can position yourself as a valuable resource when new opportunities arise.



Leadership Development Programs

Atmus is 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. The **Leadership Foundations** program, facilitated by experts in Human Resources, regional business champions and legal partners, provides front-line managers and supervisors with critical skills in communication, building trust and managing change. Additional leadership development programs are currently being curated to meet the multifaceted needs of our global workforce.



Performance Management and Compensation

We attract, retain and motivate top talent by offering compensation that is performance-based, consistent and competitive, along with a comprehensive benefits package.

Our 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. All Atmus employees participate in semi-annual performance reviews and are encouraged to discuss their personal development goals and career aspirations with their managers.

Collective Bargaining

We uphold and respect the rights of our employees related to freedom of association and collective bargaining. As of December 31, 2025, approximately 53% of Atmus' employees worldwide were represented by various unions under collective bargaining agreements.

Employee Benefits

Atmus provides comprehensive benefits to its employees designed to meet or exceed legal requirements and support the overall physical, mental and financial wellbeing 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 partners, adopted children, stepchildren or those covered by legal custody). Below is a sample of the benefits we provide for our US employees.



Medical, dental and
vision insurance



Life and
disability insurance



Flexible and health
savings accounts



Retirement plans



Employee Assistance
Program (EAP)



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



Mental health
education



Wellness programs

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.



2025 SUSTAINABILITY REPORT

OUR PLANET

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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 that mission. We are integrating sustainable practices across 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. We have focused our efforts in four areas where we can make the biggest impact.



Our focus on **Energy and Greenhouse Gas (GHG) Emissions Reduction** is a cross-functional effort to establish new greenhouse gas reduction targets and plans to achieve them. We are implementing operational efficiency programs, increasing our consumption of renewable energy and collaborating with our suppliers and customers.



We are working to embed sustainability into our **Operational Resource Usage**, from water conservation to responsible disposal of waste. We are partnering with other organizations to identify and implement solutions for reuse and recycling that decrease waste sent to landfills.



Our efforts in **Product Design and Quality** have empowered our engineers to make sustainable choices in designing the products we sell, from material selection and sourcing to the air quality improvement that is at the core of our business. Incorporating these considerations increases our value to our customers, who require quality, reliable products while also advancing their own sustainability goals.



Finally, we are partnering with suppliers to build a more **Sustainable Supply Chain**, in order to decrease the environmental impacts of our business that occur outside our owned operations, from raw material production to Scope 3 emissions.

Environmental Sustainability

Our environmental management and compliance program works hand-in-hand with our HSE program, building a culture of sustainability and ensuring that protection of the planet is as fundamental as protection of our people.

Sustainability Management

Management of our sustainability program resides within our supply chain leadership, 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 continue to engage 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 following all applicable laws in the countries where we operate, maintaining our ISO 14001 certification and establishing relationships with partners to reduce our demands for energy and water and minimize waste generation.

“Sustainability is a core part of how we create long-term value at Atmus. As we continue to advance our strategy, we are focused on embedding responsible practices into our operations, strengthening our governance and making disciplined investments that support both our business performance and our environmental commitments.”



Jack Kienzler
Senior Vice President and
Chief Financial Officer

We commit ourselves to:

- 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



Atmus' Culture of Sustainability

What began as an employee volunteer opportunity has grown into a lasting environmental education project. Working with Juan Galvan, Community Leader in **San Luis Potosí, Mexico**, Atmus partnered with Hogar de Protección Juvenil A.C. Casa de Jesús to build a vegetable garden for girls supported by the organization. The garden provides hands-on learning about sustainability while creating opportunities for teamwork, wellness and community engagement. Guadalupe Castillo helped design and build the garden, and approximately 20 Atmus employees have since volunteered by planting, maintaining, harvesting and sharing experiences with the students.

Preparing meals together using vegetables grown in the garden has become a favorite activity for everyone involved. By helping employees and students experience sustainable practices firsthand, the project demonstrates how building a culture of sustainability can create lasting impact. Small actions — when shared across employees, families and communities—encourage responsible stewardship of natural resources, strengthen environmental awareness and inspire future generations to create healthier, more sustainable communities.

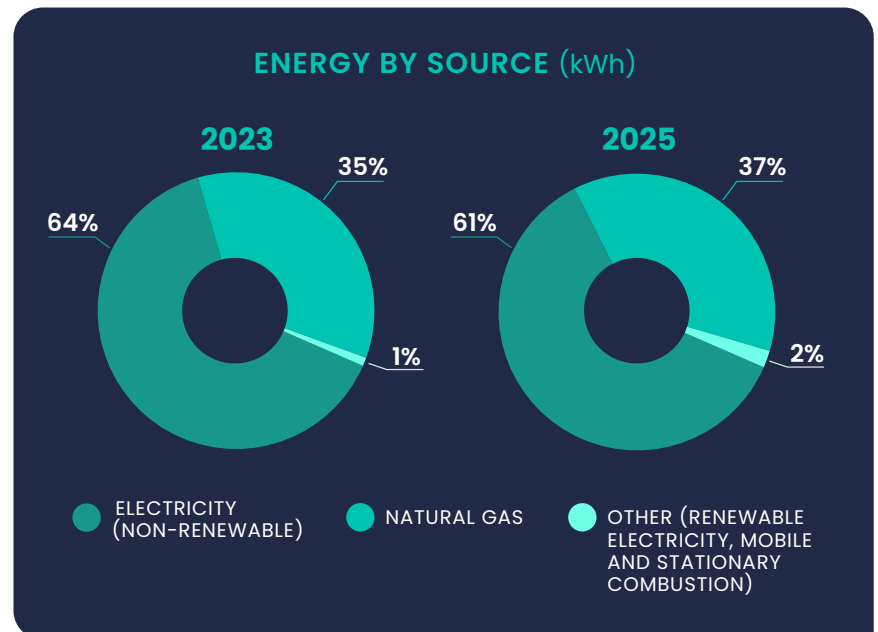


Energy and Greenhouse Gas (GHG) Emissions Reduction

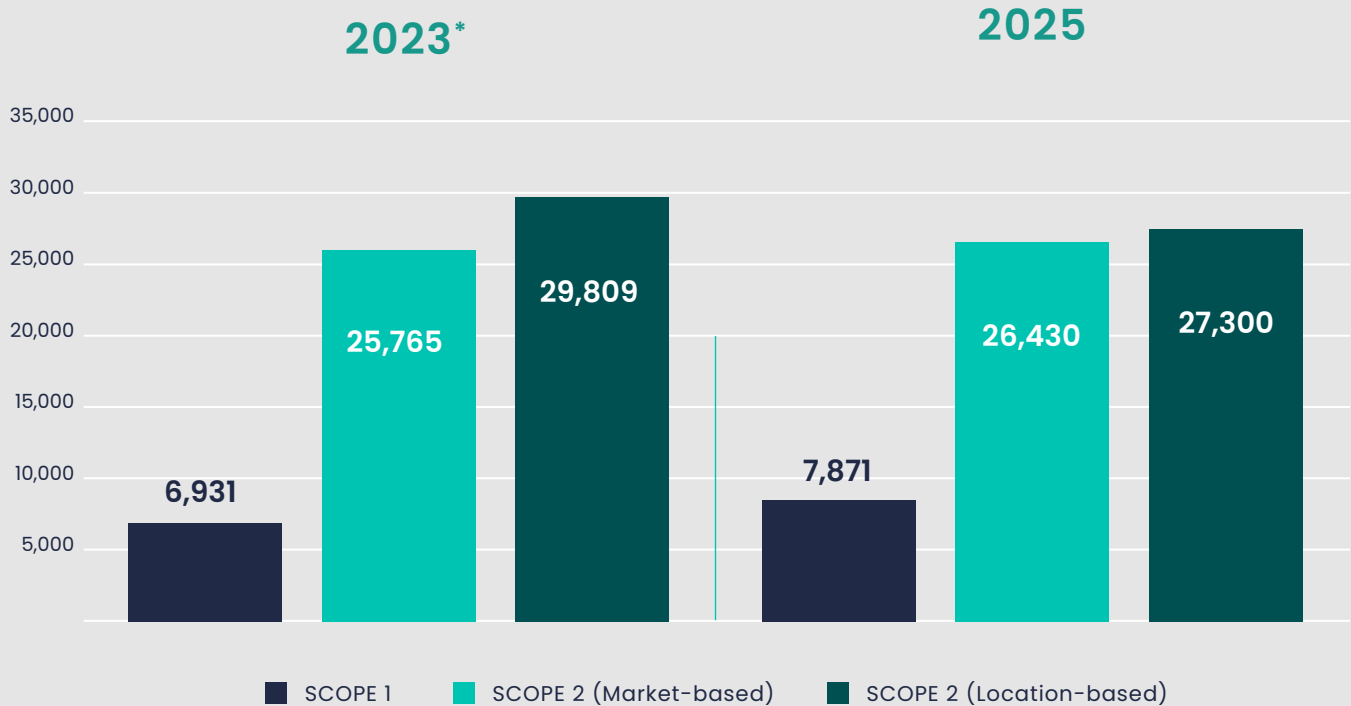
Building on our commitment to minimize environmental impact, we are focused on reducing energy consumption and GHG emissions produced through our global operations. This effort requires dedication and support from teams across our organization, our customers and our suppliers.

Energy

Our largest sources of energy stem from grid-purchased electricity and natural gas. 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. Four of our facilities now have solar panels, a number we are anticipating will grow in future years.



GHG EMISSIONS (MT CO₂e)



* Baseline year

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).

We are continuing our efforts to lower our Scope 3 emissions by working with our value chain partners.



Replacement of Activated Carbon in Exhaust Gas Treatment Facility

In **Wuhan, China**, all volatile organic compounds (VOC) exhaust gas from the laboratory is collected through pipelines and treated by the exhaust gas treatment facility located on the rooftop. In 2025, the activated carbon used for filtration was replaced to ensure effective removal of pollutants and compliance with emission standards.



BEFORE



AFTER

Natural Lighting

At our **Kilsyth, Australia** facility, energy reduction efforts focused on maximizing the use of natural daylight to improve workplace conditions while reducing electricity consumption. The site upgraded sections of the warehouse exterior by replacing traditional wall panels with translucent siding, allowing significantly more natural light to enter the building throughout the day. These improvements were complemented by the installation of energy-efficient LED lighting and occupancy sensors that automatically adjust lighting based on building use, ensuring electricity is consumed only when needed.

Operational Resource Usage

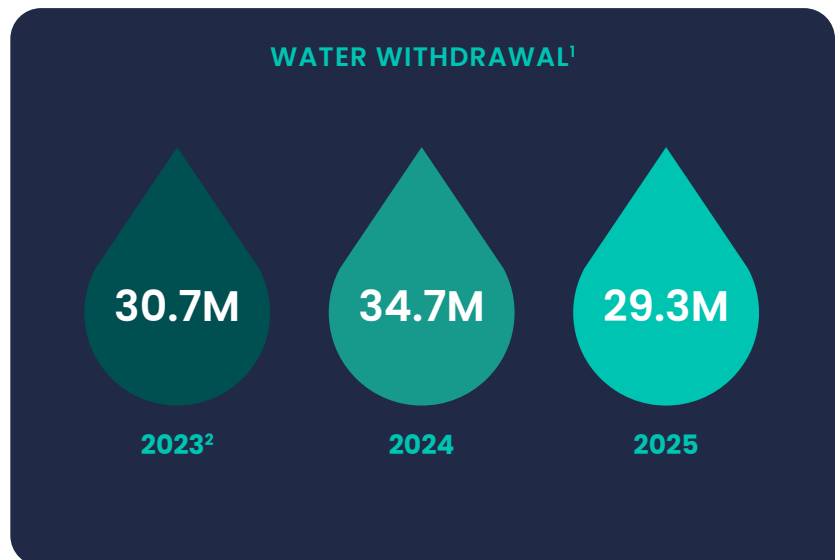
The way we select, use and ultimately discard resources in our operations has a big impact on both the planet and people, especially the communities near our facilities. We work to use resources responsibly, with a particular focus on water, as well as to reduce our waste and prioritize reuse and recycling for the waste we do generate.

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 use more water.

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 for grey water use. We withdraw freshwater and do not use groundwater, seawater or produced water. Approximately 10% of our annual water withdrawal is used to produce salable products such as coolants.

We consider the impact of our water use on the local communities where we operate. According to the World Resources Institute Aqueduct tool, we are aware that water stress in two of our areas is to be monitored.



1. Water Withdrawal includes water supplied from municipalities, water trucked from offsite and stormwater/rainwater harvested for use.

2. Baseline year

Brazil Conservation and Rainwater Collection

At our **São Paulo, Brazil** manufacturing facility, employees are demonstrating how data-driven decision making and engineering innovation can deliver meaningful environmental results through a comprehensive water conservation program in the site restaurant. The initiative leverages sub-metering and water consumption analysis to identify conservation opportunities, enabling targeted engineering improvements such as pressure-reducing devices while supporting employee Good Catch observations to eliminate water waste. Together, these efforts reduced restaurant water consumption by approximately 50,800 liters during the first two months of operation.



Building on these conservation efforts, the site expanded its focus from reducing water consumption to maximizing water reuse through a rainwater harvesting system. Rainwater is collected from the Coolant Line production building roof using the site's existing gutters and piping, where it passes through a filtration system before being stored in a dedicated reservoir. A secondary filtration and pumping system then distributes the water for non-potable applications, including flushing toilets in the men's and women's locker rooms. The facility has reused more than 392,000 liters of rainwater, reducing demand for potable water while demonstrating how practical engineering solutions can support responsible resource management. Together, these initiatives strengthen the site's culture of sustainability by combining conservation, innovation and continuous improvement to protect one of our most valuable natural resources.

The site's commitment to water stewardship extends beyond its own operations. Employees partnered with a local senior community center to support the installation of a rainwater collection system, sharing knowledge and practical solutions that help conserve water while strengthening community engagement around sustainability.



Waste

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

In our baseline year, 2023, we generated approximately 23.5 million pounds of waste, with 72% of our generated waste recycled by third parties. In 2025, we continued to focus our efforts on scrap reduction and recycling. Our total waste generation was approximately 22.3 million pounds with 73% being recycled or composted.

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

Scrap Media Recycling

At our **Neillsville, Wisconsin** manufacturing facility, sustainability is driven by a commitment to finding new value in materials that might otherwise become waste. The site operates an on-site recycling process that collects scrap filter media generated during production and grinds it into reusable material for future manufacturing applications. This closed-loop approach reduces landfill waste, lowers demand for virgin raw materials and supports more responsible resource management throughout the manufacturing process.



Single Use Plastic Collection

Employees at our **Stoughton, Wisconsin** facility turned everyday plastic bags and packaging film into a lasting symbol of sustainability by participating in the NexTrex® Recycling Challenge. In collaboration with a local business partner, the team collected single-use plastic bags and packaging film that would otherwise be difficult to recycle, reinforcing the value of collaboration in lessening our impact on the environment.

Employees earned an outdoor bench made from recycled plastics while demonstrating the principles of a circular economy. The initiative united employees around a common purpose, increased awareness of responsible recycling practices and showed how collaboration across organizations can multiply environmental impact. Together, these small actions help build stronger communities and a more sustainable future.

Product Design

Our product portfolio and the choices we make from product development to disposal enable a cleaner and more sustainable planet. We are acting on our commitment to environmental stewardship by exploring alternative materials, designing for sustainability and supporting responsible disposal of waste.

Collaborating for Responsible Waste Management

Atmus supports programs which collect, recycle or safely dispose of packaging waste, used filters, coolants and chemicals, preventing contaminants from reaching waterways and our ecosystem. Atmus is a member of several Producer Responsibility Organizations (PROs) in Canada and the USA in support of Extended Producer Responsibility (EPR) laws associated with packaging waste management and environmental stewardship efforts.

As members of Canada's Used Oil Management Association (UOMA) and Ontario's Resource Productivity and Recovery Authority (RPPA), Atmus supports Canada's efforts to collect used oil, coolants and automotive waste fluids and their storage containers along with used filters of various types which may contain residual liquids. This collection program helps to ensure that hazardous materials are properly stored, transported, recycled, recovered or disposed of to help protect the environment.

Atmus is also a member of a USA PRO representing several states with EPR packaging and packaging waste laws. EPR laws are designed to move the financial and physical burden of packaging waste management away from taxpayers and municipalities to the brand owners and manufacturers of packaged goods. Producer Responsibility Organizations (PROs) are non-profit entities



funded by the brand owners and manufacturers. PROs establish, collect, manage and recycle packaging waste associated with goods on the market and collect fees from members. As a USA PRO member, Atmus contributes to the recycling efforts associated with cardboard and plastics, protecting what is important to our people, our planet and our customers.

Atmus also works directly with our suppliers and our original equipment manufacturing (OEM) customers to establish returnable packaging where possible. Using returnable packaging reduces packaging waste and allows for a stable process to transport products efficiently through the supply chain. Atmus will continue to explore ways to help with packaging waste management regarding both incoming components from our supply base and our outgoing product to our customer base.

Product Design Impact on Sustainability



Atmus leverages the Life Cycle Analysis (LCA) process to optimize product designs and manufacturing opportunities based on minimized carbon emissions. LCA calculations help quantify the environmental impacts (such as carbon emissions, water utilization, etc.) of a product throughout its life span, from raw material (cradle) to its end life (grave).

In 2025, Atmus initiated a “design for sustainability standard” process to provide engineers with sustainable guidelines when designing and releasing a new product. These guidelines include the use of LCA calculations, material recyclability, sustainable raw-material sourcing, repairability, recycling content, minimized material usage and recovery of materials. The sustainable design guidelines, along with analysis-led design tools to help optimize material selection based on structural and performance needs, allow Atmus engineers to meet our customer needs while considering our products’ environmental impact.

One of the ways we can improve the sustainability of our products is to incorporate recycled or reused materials where feasible. Atmus currently uses recycled cellulose (wood-based) material and recycled aluminum in some products. We also regrind and reuse select types of synthetic filter media at some of our manufacturing locations. We are exploring new recycling opportunities for additional materials such as polyamides as well.

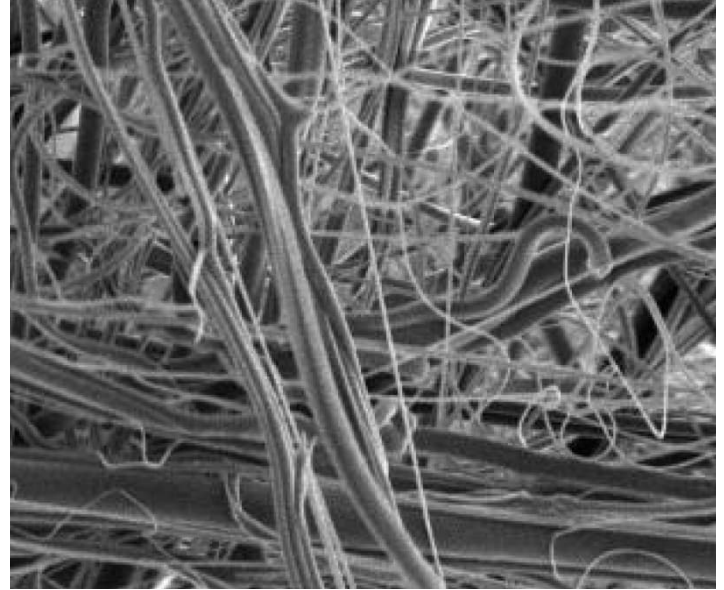
Advancing Filtration Technology Around the Globe

We continue to strengthen our global engineering and testing network to advance filtration technology and support customers wherever they operate. Recent investments in our Pune Technical Center in India and expanded testing laboratory in Quimper, France enhance our ability to develop, validate and test filtration products closer to key markets. These capabilities help improve responsiveness, reduce testing lead times and support more efficient product development while maintaining rigorous quality standards. Through our One Global Lab network, we’re building the technical capacity needed to deliver reliable, high-performing filtration solutions that help customers operate more efficiently and sustainably.



Technology advancement in media production is another example of our product design impact on sustainability. Filter media, the critical material within a filter that captures and removes contaminants, forms the backbone of the filtration process — the heart of a filter.

NanoNet® N3 media, the most advanced synthetic filter media made to date, enables filtration solutions to be fine-tuned to meet each customer’s application or commercial requirements. The unique gradient mesh structure features an increased particle retention capability and higher capacity design to provide superior asset protection and a longer product life, leading to fewer service intervals and less disposed product. In addition to the technical benefits, NanoNet N3 also supports our environmental commitment by using fewer raw materials and less energy during the manufacturing process than conventional synthetic media manufacturing methods.



For our natural gas filters, we have replaced dense, high resin-based media with a lightweight, synthetic media design, conserving material and resources.

Our Koch Filter branded SprayStop Universal Cube HE industrial air filter, used to reclaim powdered paint in industrial paint settings, is designed for applications requiring higher filtration efficiency and reduced filter change frequency, ensuring improved operational performance and regulatory compliance. This filter contributes to sustainability goals by helping earn LEED points, reducing energy consumption, conserving resources and improving indoor environmental quality. It meets and exceeds current NESHAP and MACT standards, making it ideal for regulated environments where emission control is critical.



“We stay on the leading edge by manufacturing and testing our own filter media, ensuring every solution is built to perform. This approach enables us to help customers achieve greater reliability, efficiency and performance across the industries we serve.”

Charles Masters

Senior Vice President and President, Power Solutions

Sustainable Supply Chain

Atmus is working to lower energy consumption and GHG emissions, use resources responsibly and design products for sustainability in our global operations. However, we cannot do this on our own. Truly protecting what is important requires the alignment of our entire value chain, including our suppliers, customers and end-users.



Selecting Suppliers for Sustainability

Sustainability considerations are incorporated into our supplier relationships from the very beginning. 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. Among other factors, we leverage screenings to understand sustainability performance, including energy consumption and other environmental factors.

Once selected, we work with our suppliers to establish shared expectations. The [Supplier Portal](#) on our website provides access to all of our standards and processes for suppliers, from invoicing to preventing forced labor. Compliance is required of all current and new suppliers and is monitored by our global purchasing organization throughout the year.

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 trust, inclusivity, courage and 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.

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.

“At Atmus, we believe sustainable progress is built through collaboration. Our suppliers play a critical role in helping us extend our environmental commitments across the value chain, strengthening our ability to operate responsibly, support our communities and contribute to a healthier planet.”



Kevin Carpenter
Senior Vice President and
Chief Supply Chain Officer

Measuring and Reducing Scope 3 Emissions

In order to have the impact we want on reducing GHG emissions, we must consider our Scope 3 (supply chain) emissions. 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.

Material Compliance

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](#).



Material Regulations

Global regulatory requirements help guide our material selection processes. Laws, regulations and directives provide frameworks for various materials used in filtration product construction and end-life considerations. Some examples of regulatory compliance obligations regarding material usage and reporting include REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), TSCA (Toxic Substances Control Act), California Proposition 65 and POPs (Persistent Organic Pollutants). Atmus actively supports our customers with regulatory reporting around the globe. Our Technical Compliance department monitors our products' chemical substances for regulatory compliance, helping our customers and suppliers stay informed of new regulatory obligations.

Due to customer performance requirements involving severe application environments (e.g. extreme temperature applications and durability), some Atmus products contain small amounts of PFAS (per- and polyfluoroalkyl substances). Global environmental policies regarding PFAS have shifted in recent years to remove or reduce the usage of PFAS in commercial products. Atmus continues to explore ways to reduce or eliminate PFAS in our products. The supply chain and the technical experts at Atmus continue to work with our suppliers and explore environmentally friendly substitute materials to help protect our environment and meet the demands of our customers' applications.



2025 SUSTAINABILITY REPORT

OUR PRINCIPLES

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Our Principles

Our corporate governance principles are the foundation of responsible and sound decision-making. We protect investments by upholding the trust of our stakeholders through strict ethical standards and transparency throughout all operations. Our principles ensure every business practice is fair, responsible and compliant, protecting the interests of our employees, customers, investors and communities.



Strong **Corporate Governance** is how we protect our principles. It underpins every aspect of sustainability, from ethics to human rights and our impact on the planet. By establishing the right structures and accountability, we protect stakeholder trust and ensure we hold ourselves and our partners to the highest standards.



Ethics and Compliance are how we protect trust. Our policies and practices ensure we operate with integrity, comply with all laws and regulations and operate according to our core values. By maintaining ethical standards, we protect the reputation, interests and confidence of everyone who depends on Atmus.



Data Privacy and Security systems in place protect our business and the interests of our customers and partners. We also facilitate the use of Artificial Intelligence and emerging technologies through strong governance, ensuring safe and secure deployment.

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 has ultimate responsibility for ensuring we meet our sustainability ambitions and commitments.

Board Members



Stephen Macadam
Chair of the Board

Committees: Nominating and Governance, Talent Management and Compensation



Edwin Bennett
Director

Committees: Audit, Nominating and Governance



Diego Donoso
Director

Committees: Audit, Nominating and Governance



Gretchen Haggerty
Director

Committees: Audit (Chair), Nominating and Governance



Steph Disher
Director

CEO and President



Jane Leipold
Director

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



Heath Sharp
Director

Committees: Audit, Nominating and Governance



Stuart Taylor II
Director

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



7 OF 8 Board members are independent directors



3 OF 8 Board members identify as female



2 OF 8 Board members are racially and/or 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. Seven 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 Nominating and Governance 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 Nominating and Governance Committee reviews the appropriate characteristics, skills and experience of individual Board members on an annual basis.



Board Committees

Our three standing committees 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

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

NOMINATING AND GOVERNANCE COMMITTEE

- Assists the Board in identifying qualified individuals to become a member of the Board
- Determines the composition of the Board and its committees
- Monitors the process to evaluate Board effectiveness
- Assesses the annual performance of the CEO

TALENT MANAGEMENT AND COMPENSATION COMMITTEE

- Assists the Board in overseeing the Company's executive compensation policies and practices
- Provides oversight of our compensation plans
- Reviews and provides oversight of the Company's strategies for talent management
- Assesses talent management policies, programs and processes, including leadership, culture, diversity and inclusion and succession

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 2025 can be found in our [Annual Financial Report](#) and [Proxy Statement](#).

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

- Focus on 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

Stockholder-Focused Policies

Based on stockholder feedback, our Board of Directors proposed stockholder-focused amendments to our Certificate of Incorporation, which were approved by our stockholders 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. Second, the requirement for a “supermajority” or 75% voting requirement on certain Charter amendments and the removal of Directors was replaced with a simple majority voting requirement.

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



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, President, Power Solutions, President, Industrial Solutions and our Chief Information Officer. 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 Nominating and Governance 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 areas 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.

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 core policies to guide our leadership, employees and business partners in maintaining ethical conduct and fostering a culture of transparency and accountability. Applicable policies include:

- [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 stockholders, and provide guidelines for meetings, elections and decision-making processes to ensure the Company functions effectively and in compliance with legal requirements.
- [Atmus Code of Conduct](#): Our Code of Conduct 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, legal compliance, honesty, fairness and respect in all business dealings. The Code is available in eight languages, with more anticipated soon.
- [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.
- Our [Anti-Bribery Policy](#) prohibits bribery with private individuals, entity or government officials by any Atmus employee or business partner, under any circumstances.
- Our [Fraud Reporting Policy](#) strictly prohibits all types of fraud, false information or misleading entries in our financial reports or any other company records.
- 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.
- Our [Health, Safety and Environmental Policy](#) supports our enterprise Health Safety Environment Management System and establishes the objectives required to meet improvement targets.

For the full text of these and other policies, please visit our [Ethics and Compliance](#) webpage.

Ensuring Compliance

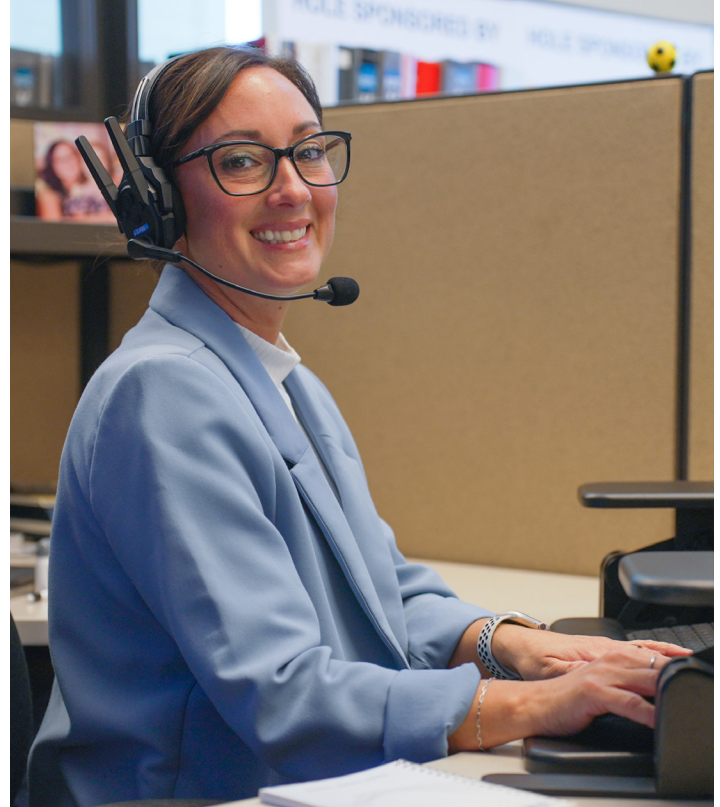
Training

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, preventing financial crime, anti-harassment and non-discrimination, conflicts of interest, reporting and non-retaliation, 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.

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 encourage all employees, partners and stakeholders to speak up about concerns relating to our policies or standards.

Our [Ethics Line](#) is operated by an independent, third-party provider and is available 24 hours a day, seven days a week. This system enables all users to anonymously submit questions, report concerns or monitor previous reports and 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.

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.

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.

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 senior-level Information



Security Council, which provides additional oversight for assessing and managing cybersecurity risks. They also report to the Board at least annually regarding data protection and current internal and external developments in cybersecurity.

The Audit Committee receives regular presentations and reports from our Executive Director of Cybersecurity and CIO on cybersecurity risks. We also maintain robust protocols by which 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.

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. 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.

“In a rapidly evolving digital landscape, protecting data and managing risk are fundamental to how we operate. We are committed to maintaining transparent, ethical and secure practices that build trust and protect our employees, customers and partners.”



Laura Heltebran
Chief Legal Officer and
Corporate Secretary



2025 SUSTAINABILITY REPORT

CLOSING

To our valued stakeholders: we are proud of the continued progress our team has made in living our purpose of creating a better future by protecting what is important. We remain committed to enhancing the transparency and detail of our corporate sustainability communications, ensuring we hold ourselves accountable to sustainable practices across 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, stockholders and communities. Thank you for joining us in this important mission.

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

Appendices

Key Performance Indicators

	Unit of Measure	2023 Results ¹	2024 Results	2025 Results ²
People Metrics: Employment				
Employment Type				
Full-Time	Individuals	4,437	4,447	4,450
Part-Time	Individuals	37	33	108
Employee Gender				
Female	Individuals	1,860	1,901	1,938
Male	Individuals	2,610	2,558	2,615
Not Disclosed	Individuals	4	21	5
Covered by Collective Bargaining				
Employees	Percentage (%)	53	53	53
People Metrics: Employee Health & Safety				
Fatalities	Number	0	0	0
Serious Injury or Fatality (SIF)	Number	2	0	0
Potential Serious Injury or Fatality (PSIF)	Number	19	29	18
Total Recordable Incident Rate (TRIR)	Per 200,000 Hours Worked	1.10	0.98	0.67

1. Baseline year

2. Does not include Koch Filter results

Key Performance Indicators Continued

	Unit of Measure	2023 Results ¹	2024 Results	2025 Results ²
Planet Metrics				
Emissions				
Scope 1	MT CO ₂ e	6,931	6,606	7,871
Scope 2 (Location-Based)	MT CO ₂ e	29,809	28,758	27,300
Scope 2 (Market-Based)	MT CO ₂ e	25,765	25,761	26,430
Energy				
Natural Gas	kWh	37,026,064	35,221,729	42,132,824
On-Site Renewable	kWh	868,654	124,754	646,980
On-Site Renewable (Sent to the Grid)	kWh	–	–	154,357
Purchased Electricity	kWh	67,714,458	69,990,970	69,247,993
Water				
Withdrawal ³	Gallons	30,675,159	34,690,091	29,279,203
Waste				
Total Waste Generated	Pounds	23,507,097	21,709,664	22,702,678
Hazardous Waste	Pounds	1,353,830	1,207,848	1,247,363
Non-Hazardous Waste	Pounds	22,153,267	20,501,816	21,455,315
Other Metrics				
Certifications				
ISO 14001	Number of Facilities	Not Available ⁴	9	10
ISO 45001	Number of Facilities	Not Available ⁴	9	10
ISO 17025	Number of Facilities	Not Available ⁴	4	4
IATF 16949	Number of Facilities	Not Available ⁴	5	5
ISO 9001 or ISO/TS 16949	Number of Facilities	Not Available ⁴	9	13
Patents				
Issued or Pending	Number	Not Available ⁴	>1,200	>1,200

1. Baseline year

2. Does not include Koch Filter results

3. Water Withdrawal includes water supplied from municipalities, water trucked from offsite and stormwater/rainwater harvested for use.

4. Certifications and patents in 2023 were not solely owned by Atmos.