



2025

CORPORATE
SUSTAINABILITY
REPORT



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Sustainable practices across our operations and our supply chain are an essential part of our continued business success.

A MESSAGE FROM OUR CEO

Knowles had an exciting and successful 2024 as our vision of becoming a premier industrial technology company was realized. Driven by our technology and differentiated products, our pivotal transformation was based on the principle of investing where we can receive the greatest return. We use this same principle in our steadfast commitment to conduct business in an environmentally sustainable, socially responsible and ethical manner. We are proud to share our Corporate Sustainability Report (“CSR”), a reflection of our belief in the importance of transparency around the strategy and performance of our sustainability programs. This CSR highlights our accomplishments and progress toward addressing the environmental, social, and governance (“ESG”) issues that matter to our stakeholders.

► Environmental Stewardship

Sustainable practices across our operations and our supply chain are an essential part of our continued business success. We have built our business on the conviction that in order to have long-term success, we not only must comply with all applicable legal and regulatory requirements and ensure that our high-quality products meet our customers’ needs, but also that responsible and sustainable practices are embedded throughout our everyday business operations, product design, and technology investments. In 2024, we saw a reduction (versus the prior year) in our total scope 1 and 2 greenhouse gas emissions intensity, in our electricity consumption intensity, and in our water usage intensity. In addition, 99.5% of the hazardous waste we disposed of in 2024 was recycled. We are committed to continue reducing waste, increasing energy efficiency, and using renewable materials to reduce the environmental impact of our day-to-day operations and to build a sustainable future.

► Social Responsibility

Our social responsibility philosophy is centered on providing an environment that promotes the health, safety, and welfare of our employees. An important aspect of this philosophy is cultivating a workplace where bright, creative people are expected and celebrated,

and everyone’s diverse contributions help drive change and achieve success. Another component is encouraging our employees to give back and get involved in their communities. We recognize that as a global organization, Knowles has a responsibility to the areas in which we live and work. Our employees have participated in various service and outreach projects, volunteering their time to make a positive difference. In addition, I am proud of our continued partnership with the University of Illinois at Chicago’s women in engineering program and our joint efforts to build the pipeline of engineers.

► Corporate Governance and Ethical Business Practices

Corporate governance is more than just following the rules, it is creating a culture of high ethical standards when it comes to matters such as financial and accounting transparency, employee and executive compensation, and avoiding conflicts of interest. Our governance frameworks are designed to foster a culture of integrity, transparency, and accountability, ensuring that ethical considerations guide our decision-making at every level. We are committed to effective oversight, prudent risk management, and compliance with regulations. Our strong Board leadership reinforces this commitment and benefits all of our stakeholders.

Our ESG strategy is a global initiative, using a return-on-investment approach intended to ensure that our business activities are sustainable and that we operate in a manner that benefits society.

Sincerely,

Jeffrey Niew
President and CEO

OUR COMPANY

Knowles Corporation (NYSE: KN) is a leading manufacturer of specialty electronic components. We design parts that perform unique, critical functions for innovative technologies. Through extreme reliability, custom engineering, and scalable manufacturing, we enable businesses to succeed in the most demanding applications across medtech, defense, and industrial markets. Our high-performance capacitors, RF and microwave filters, advanced medtech microphones, balanced armature speakers, and miniaturization products enable and enhance the performance of technologies with the power to change, improve, and save lives. Founded in 1946 and headquartered in Itasca, Illinois, Knowles has grown into a global organization with employees spanning 11 countries.

- **Founded in 1946**
- **5,500 Employees**
- **Located in 11 Countries**

WHAT WE DO

Our business is composed of two segments: **Precision Devices (“PD”)** and **Medtech & Specialty Audio (“MSA”)**. Our PD segment specializes in the design and delivery of high-performance capacitors and mmWave RF solutions for technically demanding applications. Our high-performance capacitor products, used in applications such as power supplies and medical implants, are sold to a diverse set of customers for mission-critical applications across the communications, medical technology, defense, electric vehicle, and industrial markets. Our mmWave RF solutions primarily solve high-frequency filtering challenges for our defense customers, who use them in their satellite communication and radar systems, as well as for our telecommunications infrastructure customers deploying mmWave 5G base stations. In November 2023, Knowles acquired all of the issued and outstanding shares of Kaplan Electronics, Inc.



and certain assets of Cornell Dubilier Electronics, Inc. and CD Aero, LLC (collectively, “CD” or “Cornell Dubilier”). The CD business expanded our PD portfolio to include high-performance film, electrolytic, and mica capacitors used in medtech, defense, and industrial electrification applications. These solutions leverage Knowles’ design expertise, patented materials, manufacturing scale, operations expertise and meet the Company’s reputation for high-performance and robust quality.

Locations include the sales, support, engineering, and manufacturing facilities in North America, Europe, and Asia. As we acquired CD late in 2023, CD data is only included in data in this report covering 2024.

Our MSA segment is primarily focused on delivering high reliability and industry leading balanced armature speakers and microphones to leading hearing health manufacturers and premium audio



markets. We work collaboratively with customers to ensure that our solutions meet their size, broad frequency response, and low power or custom acoustic module requirements. Our expertise in the traditional hearing aid market enables us to capitalize on emerging

markets like over-the-counter hearing aids. In addition, Knowles leverages its decades-long footprint in hearing health and audio markets to deliver voice and audio innovation to new spaces such as True Wireless Stereo (“TWS”), smart home, virtual and augmented reality, automotive, and enterprise audio. MSA has sales, support and engineering facilities in North America, Europe, and Asia, as well as manufacturing facilities in Asia.

In December of 2024, we successfully completed the sale of our Consumer MEMS Microphone (“CMM”) business. The sale culminates a strategic transformation we have been embarking on for a number of years. The sale furthers our strategy of transitioning the Company’s portfolio to higher value markets in the medtech, defense, electrification, and industrial spaces and allows us to focus on offering products where we have differentiated solutions that drive value for both our customers and shareholders. The data in this report covering 2025 relates to our continuing operations, thereby excluding data related to the CMM business.

We sell our products directly to original equipment manufacturers, to their contract manufacturers and suppliers, and through distributors worldwide.



Our business is composed of two segments:

➤ **PD**—Precision Devices

➤ **MSA**—Medtech & Specialty Audio

OUR COMMITMENT

At Knowles, we are committed to operating in an ethical, socially responsible, and environmentally sustainable manner, which we believe is both the right thing to do, and essential for our long-term success. Being a responsible and engaged corporate citizen helps us to proactively identify opportunities and mitigate risks as they arise, while furthering our reputation as a business partner of choice.





Environmental, Health, and Safety Policy

At Knowles, we understand that environmental protection and people's safety are interconnected. We are committed to providing a healthy and safe work environment and processes that enable our people to work injury- and illness-free while acting in an environmentally responsible manner. To achieve this we:

- Strive for our operations, products and services to comply with applicable environmental, health, and safety regulations by implementing controls to meet these regulations and additional company requirements.
- Operate an environmental, health, and safety management system aligned to the requirements of ISO14001 leading to continuous improvement through risk assessment, risk minimization, and performance reporting.

- Operate in a manner that is committed to continual improvement in environmental sustainability through recycling, waste minimization, conservation of resources, prevention of pollution, product development, management of hazardous materials, and promotion of environmental responsibility amongst our employees.
- Ensure managers and employees are trained and accountable for preventing work-related injuries and illnesses, and provide appropriate wellness programs that contribute to the productivity, health and well-being of employees.
- Inform suppliers, including contractors, of our environmental, health, and safety principles and require them to adopt practices aligned with these expectations.

In addition to implementing programs to promote sustainability, we have instituted a Green Materials Policy and Supplier Code of Conduct throughout the Company.

Many of our commitments to corporate responsibility are codified in the policies we have implemented to guide our activities and decision making. These include:

Anti-Slavery Policy

We believe that we all have a responsibility to be alert to the risks of Modern Slavery and Human Trafficking and encourage our employees and our wider supply chain to report any concerns. In the spirit of good corporate citizenship, Knowles supports the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015. We have a zero-tolerance policy towards all forms of modern slavery, including human trafficking and forced labor. To ensure adherence to our values, we have established a system of controls throughout our Company and supply chains. In agreements with our suppliers, we require them to follow national and regional labor standards. If suppliers violate any of these standards, we stop doing business with them.

Human Rights Policy

Knowles is committed to respecting human rights throughout our Company. The standards of our Human Rights Policy apply to all of our facilities and suppliers throughout the world. Consistent with both the International Labor Organization's conventions and the United Nations Universal Declaration of Human Rights, and informed by other internationally recognized standards including the Responsible Business Alliance, our Human Rights Policy mandates non-discrimination, fair compensation and working hours, and freely chosen employment. We do not discriminate or retaliate against employees for engaging in union organizing and collective bargaining activities or in other forms of collective representation. Our Policy also prohibits child labor of any kind. We are committed to maintaining a high-quality human rights program through self-assessments, industry collaboration, benchmarking, and stakeholder engagement.

Political Contributions Policy

Knowles is politically neutral, and has a long-standing policy against making financial or in-kind contributions to political parties or candidates, even when permitted by law. Our policy prohibits the use of Company resources for political purposes, including for contributions to any political party, candidate, or committee, whether Federal, state, or local. As a result of the Company’s policy of political neutrality, Knowles does not maintain a political action committee (“PAC”), nor does it contribute to any third-party PACs or other political entities. Like other major companies, Knowles belongs to trade and industry associations in the United States to which Knowles pays annual dues. The Company’s policy restricts trade and industry associations from using Knowles funds to directly or indirectly engage in political expenditures.

Conflict Minerals Policy

Knowles is committed to supporting responsible sourcing of minerals, including tantalum, tin, tungsten, and gold (“3TG”). While we do not directly source 3TG from mines, smelters, or refiners (and believe that we are in most cases many levels removed from these market participants), certain of the products we manufacture contain 3TG. As part of Knowles’ commitment to social responsibility and compliance with the Securities Exchange Commission’s Conflict Minerals Rule, it is our goal to use in our products only 3TG that does not directly or indirectly finance or benefit armed groups in countries where the mining of 3TG minerals is used to support armed conflict. In addition, we have established responsible mineral sourcing practices for cobalt in response to reports of child labor and other social concerns.

We are taking steps to ensure the use of conflict-free and ethically-sourced minerals in our supply chain by expecting our suppliers to:

- **Adopt a conflict minerals policy that is consistent with ours and expect their direct and indirect suppliers to do the same.**
- **Exercise due diligence with relevant suppliers on the source and chain of custody of 3TG minerals and cobalt consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.**
- **Identify smelters and refiners associated with the 3TG mineral and cobalt supply chain for our products.**
- **Transition to certified conflict-free smelters and refiners.**

Each of these policies, which we review regularly to ensure their suitability for our goals, outlines the expectations for our own team, as well as what we expect of our suppliers and other business partners.



CORPORATE GOVERNANCE

We are committed to conducting our business in accordance with the highest level of ethical and corporate governance standards to help ensure our conduct earns the respect and trust of our shareholders, customers, business partners, employees, and the communities in which we live and work. The primary responsibility of the Board is oversight of the Company's long-term strategy and planning. Our Board periodically reviews our corporate governance practices and takes actions to address changes in regulatory requirements, developments in governance best practices, and matters raised by shareholders. The Board is the ultimate decision-making authority within the Company, except with respect to those matters that are reserved for the Company's shareholders.



Our Board of Directors (“Board”) consists of nine members, all of whom are independent directors with the exception of our Chief Executive Officer. The Board has three standing committees: Audit, Compensation, and Governance and Nominating. All committees are comprised of independent Board members. Executive management institutes and maintains policies regarding potential risks to our daily operations, and the Board regularly evaluates their performance. Along with our executive officers, the Board reviews material, strategic, operational, and environmental, social responsibility, and corporate governance (“ESG”) risks. Our Board and Committees handle risk management according to their specific responsibilities.

The Audit Committee is responsible for managing financial, legal, and compliance risks. This includes oversight of our cybersecurity and other information technology risks, controls, and procedures. Our Audit Committee regularly reviews the cyber threat landscape facing the Company and our strategy to mitigate cybersecurity risks. Overall, our approach is to take action to identify and protect our sensitive information, engage in regular exercises to detect any vulnerabilities in our systems, respond promptly to address any identified vulnerabilities, and expediently recover from any threats to our system.

Risks related to the Company’s compensation programs are reviewed by the Compensation Committee. In addition, the Compensation Committee oversees the Company’s policies and strategies related to human capital management, which cover recruiting, retention, career development and progression, diversity, and employment practices.

Through its delegation from the Board, the Governance and Nominating Committee selects as director nominees individuals who demonstrate the highest personal and professional integrity, exceptional ability, and judgment. In addition to overseeing the selection process for Board nominees, as part of the Board’s succession planning, the Governance and Nominating Committee periodically reviews the skills and experience of each of the current directors and uses a board skills matrix to ensure the Board as a whole appropriately reflects the key attributes, experiences, qualification, and skills most needed to support the Company’s long-term strategy. The Governance and Nominating Committee also develops, reviews, and recommends periodic updates to the Company’s Corporate Governance Guidelines and Code of Business Conduct and is responsible for overseeing ESG matters.

Several policies are central to our governance processes. These include:

- **Corporate Governance Guidelines**
- **Code of Business Conduct**
- **Related Persons Transactions Policy**

In addition to our internal policies and guidelines, as a company listed on the New York Stock Exchange (“NYSE”), we adhere to all NYSE listing requirements, including the NYSE Corporate Governance Standards. Together, these documents describe our expectations for ethical, responsible conduct and provide our business partners with a clear picture of how we conduct ourselves in the marketplace.

Corporate Governance Highlights

- All directors are elected annually
- Each Board committee is comprised of independent directors
- Separate non-executive Chairman and CEO roles
- Simple majority standard for uncontested director elections with a director resignation program
- Stock ownership guidelines for directors and executives
- Robust annual director evaluation program
- Regular Board, committee, and director evaluations
- Policies prohibit hedging and pledging of Company stock

Board Size and Independence

(8 of 9 directors are independent)

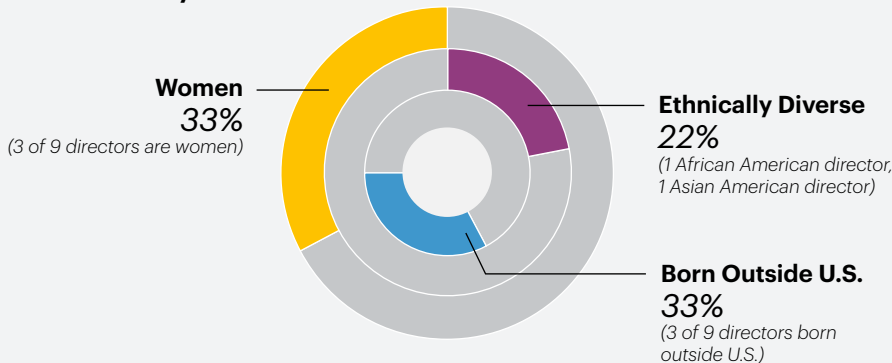


Board Tenure/Refreshment

6 years
average tenure

3 directors
added to the Board
in the last 5 years

Board Diversity



ETHICS & COMPLIANCE

As Knowles continues to evolve to meet the needs of today's marketplace, we must also continue to hold true to our values. Our commitment to be a trustworthy partner who operates with the highest ethical standards is demonstrated every day through our relationships with our customers, suppliers, employees, shareholders, and the communities where we do business. Every employee at Knowles is expected to understand and uphold those beliefs and always act with integrity. We believe this is not only a business advantage, but a moral imperative.



Ensuring ethical conduct across a global company, with multiple locations and thousands of employees, requires a structured, diligent, and collaborative approach. We continually monitor best practices and the global regulatory landscape to ensure our practices are compliant with all applicable laws and regulations and are reflective of our values. We share our findings across our business where appropriate, which allows us to quickly deploy new approaches throughout our Company. In 2023, Knowles engaged a well-recognized, third-party service provider to help conduct an Ethical Culture and Compliance Perception Survey, which measured responses from our global employee population against responses from employees of a benchmark group of comparable companies in the electronics, semiconductor, and industrial manufacturing industries. The results demonstrated a high level of support by Knowles employees of our ethical culture and a very good awareness of our ethics standards.

The foundation of our commitment to ethical business practices is our Code of Business Conduct (the “Code of Conduct”). All Knowles employees are required to review the Code of Conduct and are provided mandatory training on how it impacts their work and business decisions. The substantive provisions of the Code of Conduct meet all NYSE listing standards and satisfy the conduct and ethics standards prescribed by the Sarbanes-Oxley Act as applicable to a company’s principle executive officer and principle financial and accounting officers. Additional topics covered in our Code of Conduct and training courses include, among other things, our commitment to fair employment and workplace safety; ensuring confidentiality, data privacy, and cybersecurity; and our positions against corruption, bribery, and money laundering.

Knowles maintains a third-party-operated Global Hotline, available 24 hours a day, 7 days a week, in multiple languages where any concerned party (such as an employee, supplier, or customer) can report a matter anonymously by telephone or by submitting a web-based report. Consistent with our commitment to fostering a culture of integrity, Knowles does not tolerate any form of retaliation for raising a good-faith concern.

At Knowles, we believe success comes from:

- The collaborative entrepreneurial spirit
- Winning through our customers
- High ethical standards, openness, and trust
- Expectations for results
- Respecting and valuing people

OUR PEOPLE

We have a long history of being innovative and setting industry standards for our customers. This is only possible by working with employees who are passionate, diverse, and creative and are always searching for new and better ways to serve our customers and overcome challenges. This is achieved by creating a culture of belonging among our employees, consistent with our values. In order to do so we must not only be attracting, developing, and retaining high-performing employees at all levels of our organization, but encouraging a diverse and inclusive workplace environment.



TALENT, DEVELOPMENT, AND CULTURE

Our goal to become a leading manufacturer of specialty electronic components is only possible through the diligent efforts of our entire team. We believe our diverse teams with their unique ideas, thoughts, and perspectives are the building blocks for this culture of innovation at Knowles.

We understand that our most important resource is our people. To attract and retain the best employees possible, we provide a competitive total rewards program that embodies our pay-for-performance philosophy. Our total rewards program includes market-competitive base pay, broad-based short-term and long-term incentive plans, health care benefits, retirement plans, paid time off, family leave, and employee assistance programs. In addition, we invest in the ongoing training and development of our employees by offering tuition and continuous education reimbursement, leveraging an e-learning platform, and implementing formal mentorship programs.

We want all Knowles employees to experience the feeling of belonging and to be empowered to share differing viewpoints. This starts with aligning our people, processes, and programs to support our culture of innovation, collaboration, and inclusion. By embracing these qualities, we are positioning ourselves to best serve our customers, communities, and employees.

This philosophy is a core tenet of our Mission, Vision, and Values.

Our Mission

To enable innovation by designing the highest performing electronic components for uniquely demanding applications and delivering them at scale.

Our Vision

To power innovation that moves the world forward.

Our Values

To build a cohesive team, every member must share similar principles and values. We believe our values unite us to push boundaries and discover new possibilities.

Every employee at Knowles is encouraged to be:



INNOVATIVE:
take calculated risks and leverage deep expertise to develop emerging technologies.



PASSIONATE:
continuously work to discover new solutions that better serve our customers and improve people's lives.



AGILE:
anticipate the velocity of an ever-changing industry and deliver unique ideas to solve our customers' toughest challenges.



TRUSTWORTHY:
be an honest and dependable partner who delivers on the promises we make.



EMPOWERED:
embrace a culture where bright, creative people are celebrated, and everyone's contribution helps to drive change and achieve success.



SOCIAL RESPONSIBILITY

In accordance with our values, we are committed to being a good corporate citizen by supporting the professional development and well-being of our employees and contributing to our community. We embrace a culture where bright, creative people are expected and celebrated, and everyone’s contribution helps drive change and achieve success. An important component of achieving this goal is fostering a workplace environment that embraces equity and inclusion for all employees. Our strategy is centered on three pillars: to educate, train, and build awareness; to recruit, grow, and promote; and to give back and get involved.

Under this framework, we have implemented a communications campaign to educate our employees and the community on our vision and philosophy regarding equity and inclusion, as well as the initiatives we have undertaken toward reaching our goals. Those initiatives have included partnering with non-profit organizations and various academic institutions to provide scholarships, mentoring, and internship opportunities for students from underrepresented groups. We have also worked to increase diversity in our candidate pool and through targeted career development programs.

Knowles strives to be an employer of choice for women in engineering. We continue to partner with local organizations to help bridge the gender gap in Science, Technology,

Engineering, and Mathematics (“STEM”) and shape the next generation of women who aspire to be leaders in the new era of technology. For example, Knowles is the perennial sponsor of the University of Illinois at Chicago’s (“UIC”) Women in Engineering Summer Program. We have also supported UIC’s women engineering students with programs such as academic scholarships, summer internship programs, mentorship programs, and full-time employment opportunities. Our goal is to build a pipeline of multi-generational talent and accelerate the development of women engineers into advanced technical and leadership positions at Knowles.

Knowles is committed to being a good corporate citizen in all of the communities where we operate. Our employees in Malaysia take part in community service, environmental awareness, and outreach projects, volunteering their time to make a positive difference in their communities. Our U.S. locations demonstrate their commitment by taking part in a Day of Service on Dr. Martin Luther King, Jr. Day, to honor his ideals and his legacy.



Our strategy is centered on three pillars:

- **Educate, Train & Build Awareness**
- **Recruit, Grow & Promote**
- **Give Back & Get Involved**



Corporate Social Responsibility (CSR) Activities in Malaysia

Our team in Malaysia shares our belief that meaningful change begins with small actions driven by purpose. Through their 2024 CSR initiatives, our teams came together to serve the community, protect the environment, and bring joy to those in need. From cleaning public spaces and preserving natural sites, to supporting orphanages and engaging in environmental care, their collective efforts reflect a shared commitment to sustainability and compassion.

Their journey started with efforts dedicated to revitalizing public areas and school surroundings, promoting cleanliness, safety, and a sense of pride within shared community spaces.



Environmental preservation efforts followed with our teams donating their time to restore and maintain natural sites, including beaches and hillsides, promoting awareness around sustainability and care for the environment. To support clean water ecosystems, they engaged in hands-on initiatives combining environmental care with community engagement.



The team also shared meaningful moments with children in local care homes. Providing many hours of companionship to orphans, creating lasting memories and connections.



Together, they continue to shape a culture of care, responsibility, and positive community impact.



Martin Luther King, Jr. National Day of Service

Martin Luther King, Jr. Day is designated as a National Day of Service to encourage all Americans to volunteer to honor the life and legacy of Dr. King and improve their communities. At Knowles, we are committed to the ideal that through service and volunteerism we can build more just and equitable communities. In January 2025, Knowles employees across the U.S. participated in a day of service to honor Dr. King and his fight to better our communities. Whether helping organize food and clothing drives, serving meals, or organizing and packing food for the hungry, our employees dedicated their day to provide assistance where it was needed.



Employees in Liberty, South Carolina collected food donations for the **Gleaning House Food Pantry of Pickens County, SC**, which helps to provide food to those in need.



Employees in Itasca, Illinois volunteered at **Feed My Starving Children**, packing nutrition-dense meals for distribution all over the world.



Employees in Cazenovia, New York volunteered with **The United Way of Central New York**, to help sort and package donations received to be distributed to local community members in need.



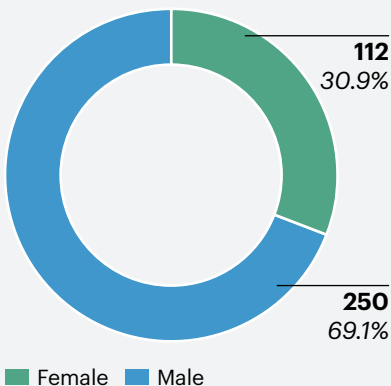
Employees in San Diego, California volunteered at the **Ronald McDonald House**, serving lunch to families of critically ill and injured children being treated at Rady's Children Hospital in San Diego.



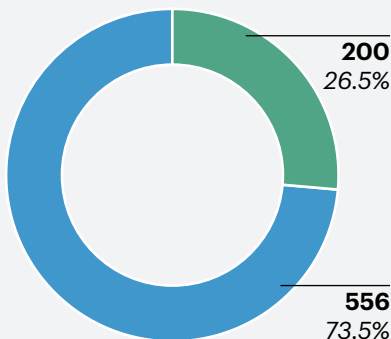
Employees in Valencia, California volunteered at the **Santa Clarita Valley Food Pantry**, which works to alleviate hunger in their community, sorting food, and organizing donations.

Global Diversity Data at Knowles

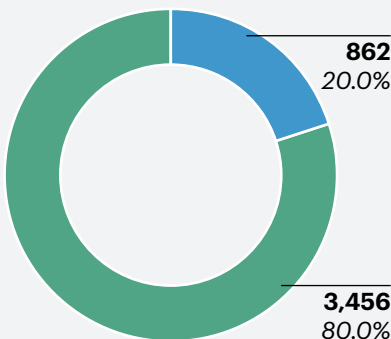
Management



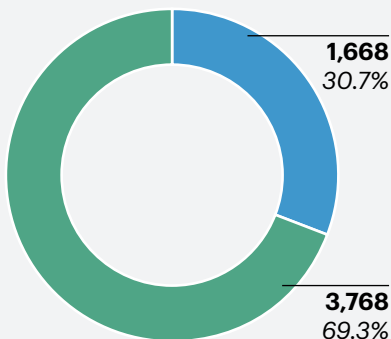
Technical Staff



All Other Employees

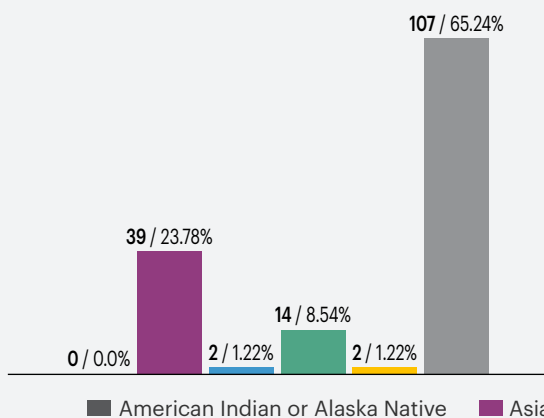


Total

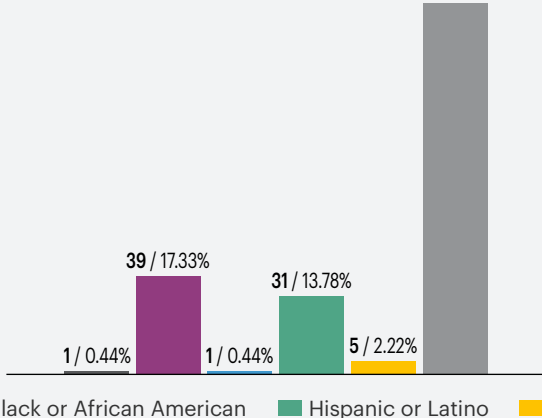


U.S. Race and Ethnicity Data

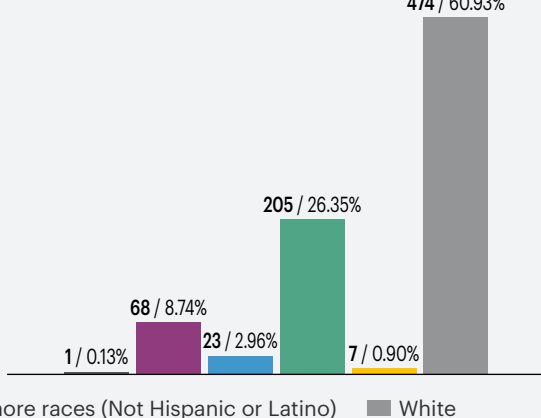
Management



Technical Staff



All Other Employees



Global Diversity Data at Knowles represents our gender diversity across global operations, and **U.S. Race and Ethnicity Data** represents our ethnic and racial diversity across U.S. operations. Both of these data sets were compiled as of April 2025. Employees of our Consumer MEMS Microphone segment are not included in the above figures, as we sold that segment in December 2024.

Knowles remains dedicated to improving diverse representation, in all of its forms, across all of our operations, and we will continue to take steps to increase the diversity of thoughts, ideas, beliefs, and experiences brought by our team members.

HEALTH & SAFETY

All Knowles sites and operations consider the health and safety of employees to be of paramount importance. We have numerous training programs designed to ensure managers and employees are trained and accountable for preventing work-related injuries and illnesses. We educate our employees about workplace safety including safe manufacturing processes, personal protective equipment and ergonomics, and we provide wellness programs that contribute to the productivity, health, and well-being of employees—even outside of the workplace.





Knowles is committed to providing a healthy and safe work environment and processes that enable our people to work injury- and illness-free while acting in an environmentally responsible manner.

As part of our universal Environmental, Health, and Safety Policy, we ensure all employees and managers are trained and held accountable for preventing work-related injuries and illnesses, and that they are committed to continual improvement in environmental sustainability. These expectations go beyond our direct operations and extend to our suppliers and contractors.

We always strive for zero accidents at all Knowles sites and diligently track all incidents to comply with regulatory requirements. More importantly, tracking this data allows us to identify where improvements are needed and guide our actions to make Knowles sites safer for our team.

Many Knowles employees are required to wear protective clothing to safeguard themselves from exposure to potentially hazardous materials and maintain the integrity of our products. As needed, additional safety measures such as hearing protection, gloves, and respirators are also provided. Eye protection is required for a number of job tasks and always meets all relevant safety standards such as the ANSI and OSHA standards. We have also modified several manufacturing processes to reduce exposure of our team to hazardous materials.

Our Environmental Health & Safety (“EHS”) Managers across the globe conduct regular reviews of key EHS performance indicators, which include the reporting and correction of any unsafe workplace behaviors, working conditions that could potentially lead to injury, or workplace incidents or illnesses that required first aid or other medical treatment.

Safety First

- In FY24, we had a Lost Time Incident Rate (LTIR) of **0.30%** across all of our manufacturing sites and no work-related fatalities.
- We had a Total Recorded Incident Rate (TRIR) of **1.5%**.
- We had a Near Miss Frequency Rate (NMFR) of **2.36%**.
- We had **no work stoppage** or **days idle** due to strikes or lockouts.



OUR PRODUCTS

We are committed to delivering high-quality products that meet our customers' needs, while operating responsibly, and to ensure the health and safety of employees, preservation of the environment, and consistent delivery of our products and services. We ensure our entire product catalog is compliant with all applicable laws and regulations, and take corrective actions whenever necessary.

We have over
➤ 900
granted and
pending patents.



DESIGNING TOMORROW'S SOLUTIONS

We have a culture of innovation at Knowles that has enabled us to solve challenges for some of the most demanding companies in the world and by continuing to innovate, we have developed a unique set of differentiated solutions for the end markets we serve. By prioritizing collaboration, research, and design, we can offer cutting-edge medtech and precision device solutions. We work with our customers to design new products that address their unique needs. This can be in the form of modifying an existing product or designing an entirely new one for the customer's specific application.

We have maintained a focus on products in our core, where we have a significant competitive advantage, and directed our R&D spend to investments in high-value solutions in growing end markets. Our robust R&D process covers new products from inception to production. Each product must meet specific requirements from development and design to manufacturing and distribution. Our engineers work with internal marketing experts to design new devices with specific features for novel applications. We may develop a prototype to assist in evaluating performance and marketability. Throughout the process, we assess the product's safety and environmental impact and work to ensure that materials comply with any applicable regulations.

We are renowned for leading performance, rock-solid quality, and high-volume manufacturing, which translates to an excellent customer experience. Our teams thrive on solving for hard-to-meet performance requirements and complex technical challenges with solutions that make it easier for our customers to bring new technology innovations to market to keep pace with the quickly evolving way that we are working, living, and communicating.

We pride ourselves on our relationships with our customers, working with them to enable next-generation devices and applications. This can only be accomplished by leveraging our unique engineering expertise. In addition, our vertical integration allows us to help customers get to market faster. It is the combination of these elements that has earned us a reputation for delivering high-quality components.



Cornell Dubilier's QAS Series extends the operating life of electronic devices

In the summer of 2024, Knowles' Cornell Dubilier brand introduced its QAS Series, a new line of resistor capacitor (RC)-type arc suppressor/snubber components that extend the operating life of electronic and electro-mechanical devices. This is accomplished by reducing and/or eliminating electrical arcing at the point of electrical contact. Without a snubber circuit, arcing often leads to early failures in relays, switch contacts, and solid-state components such as semiconductor-controlled rectifiers (SCRs) and triodes for alternating current (TRIACs). The QAS has a resistor that allows it to slow the release of stored energy in the capacitor. It is useful for applications that require minimization of arcing and noise or suppression of voltage surges in sensitive circuits, including switches and relays that are used in many different industrial, medical, and lighting applications where voltage surges need to be minimized. The QAS is also effective at reducing spark-generated electromagnetic interference and radiofrequency interference (EMI/RFI) that can disrupt the operation of a circuit.

When the contacts in an arc suppression circuit open, a voltage is applied across the capacitor instead of the relay contacts. This prevents arcing because the capacitor charges faster than the contacts open. When the contacts close, the inrush current from the charged capacitor and source can exceed the safe conductance of the contacts. The resistor in the network limits the inrush current significantly, reducing the arc produced at contact closure, and extends the service life of the contacts. In practical applications, for DC voltage, the RC network is typically connected across the relay contacts, and for AC voltage, it is connected across the load.

Each device consists of metallized polyester capacitor RC network, coated with a flame-retardant epoxy. Having a single device containing an RC network has advantages for circuit designers rather than building discrete networks. The single device is more compact, pretested, and environmentally more robust.

To learn more about Knowles' Cornell Dubilier brand QAS devices, visit <https://www.cde.com/new-product/QAS/>.



ENSURING SAFE PRODUCTS

We are unwavering in our commitment to providing safe and reliable products on which our customers can depend. This is especially critical for Knowles products used in medical devices.

In addition to incorporating structural safety into our designs, we also identify and remove potentially harmful materials. We continuously monitor and evaluate local, federal, and global material compliance legislation such as the European Union’s Registration, Evaluation, Authorization, and Restriction of Chemicals (“REACH”) and Restriction of Hazardous Substances (“RoHS”) Requirements, California’s Proposition 65 (“Prop 65”), plus specific customer requirements to ensure we comply with all applicable rules regarding restricted substances. For all of our products, we have rigorous quality assurance protocols in place to ensure the quality of the products.

Knowles’ commitment to excellence and safety extends beyond our products. We take steps to ensure each device is consistently manufactured to the highest quality standards, our staff remain safe while making them, and that we exercise our due diligence to conduct our business in harmony with the environment. Below are the certifications we obtained to ensure our operations run smoothly so that we can provide the best products possible, the best way possible.

Our two largest manufacturing operations are certified to the following standards:

LOCATION	QUALITY MANAGEMENT SYSTEMS	QUALITY MANAGEMENT SYSTEMS—MEDICAL DEVICES	ENVIRONMENTAL MANAGEMENT SYSTEMS	OCCUPATIONAL H & S MANAGEMENT SYSTEMS
China	ISO 9001: 2015	ISO 13485: 2016	ISO 14001: 2015	ISO 45001: 2018
Philippines	ISO 9001: 2015	ISO 13485: 2016	ISO 14001: 2015	ISO 45001: 2018

Our manufacturing locations around the world adhere to and are certified to various quality management system standards. Complete information about facility certifications can be found on the Quality and Environmental Management page of Knowles.com at <https://www.knowles.com/about-knowles/about/doing-business-with-knowles/quality-assurance>.

We have
➤ **rigorous protocols**
in place to ensure the quality of our products.



OUR OPERATIONS & THE ENVIRONMENT

At Knowles, we believe that being an ethical company includes conducting our business in an environmentally responsible manner. We uphold this commitment by complying with all applicable environmental laws and regulations and working to reduce our environmental impact. We strive to lessen any negative environmental effects from our operations and products and to ensure the health, safety, and welfare of all our employees. In the event any issues arise, we take prompt action to address them.

ENVIRONMENTAL GOVERNANCE

Our Company is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our Board, primarily through its Governance and Nominating Committee, oversees corporate responsibility and sustainability programs. Oversight of ESG matters is an important part of the Board’s work, and ESG matters are considered in setting the policies and principles that govern our business.

In addition to specific risk areas overseen by the respective Board Committees, at least annually the Board receives a comprehensive overview of all material risks facing the Company and the risk mitigating strategy for each, including the potential impacts of climate change. The Company’s risk mitigation strategy for catastrophic weather or geological events such as those that may be caused by climate change involves emergency plans and employee training on disaster preparedness, as well as an annual review of our Business Continuity Plan, an annual review of our facilities with our insurers, and plans to test emergency response and crisis management protocols at our manufacturing locations.



We strive to reduce the resources consumed during operations. To save paper, our employees are encouraged to consider the environment before printing, and to use e-documents whenever possible. We conserve energy by using efficient light bulbs throughout our facilities. In addition, we utilize low-flow toilets and sinks to help reduce our water consumption.

As we continue our efforts to reduce our environmental impact, Knowles continues to evaluate its operations to identify opportunities for increased use of renewable energy sources.

Sustainability Goals

➤ **a 25% Reduction**
in scope 1 and scope 2 Greenhouse
Gas Emissions by 2030

to be
➤ **Carbon Neutral**
by 2040

Proactively Protecting Biodiversity

We recognize the importance of safeguarding biodiversity and protecting ecosystems to ensure the resilience of natural resources in the locations where we operate. We have initiated several programs in the Philippines designed to preserve and restore local habitats through reforestation and watershed protection efforts.



Tree Planting

Our employees have worked with local farmers to plant fruit-bearing seedlings in Cebu City and Talisay City. While original target was to plant 5,000 seedlings each year, for the past two years our employees have planted 10,000 seedlings annually, bringing our total number of trees planted to over 50,000. The seedlings not only help to absorb carbon dioxide from the atmosphere, but also restore habitats for local wildlife, prevent soil erosion, and provide meaningful livelihood support for our partner farmers. Supporting our goal to make a positive difference in those whose lives we touch, on a recent tree planting event we brought a team of doctors and nurses on site to provide medical services to our partner farmers and their families.



Adopt-a-Waterbody Program

In the Philippines, we have supported the Department of Environmental and Natural Resources' Adopt-a-Waterbody Program. Through this initiative, we have participated in various activities centered on marine conservation, such as the quarterly clean-up of coastal areas. In 2024, the focus was on the removal of plastic waste and debris which posed a serious threat to the marine ecosystem. Our team collected trash, sorted recyclables, and documented the types of waste gathered. This valuable data will inform the Philippine government's future waste reduction strategies and environmental education efforts.



Mangrove Propagules

In addition, our employees in the Philippines partnered with local non-government organizations to plant 1,000 mangrove propagules along an ecologically vulnerable shoreline on the island of Olango. The area has been designated as a protected area and bird sanctuary. This coastal restoration activity will help to strengthen coastal resilience, enhance marine biodiversity, and support the livelihood of local communities that depend on healthy mangrove ecosystems for protection, food, and sustainable tourism.

REDUCING OUR IMPACT

We recognize the importance of managing resources responsibly and practicing prudent conservation principles. We have set a goal to be carbon neutral by 2040. In addition, we are targeting a 25% reduction in our Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions by 2030. As we continue to review and manage our environmental impact, our path forward will include:

- continuously assessing our ESG priorities to identify focus areas, risks, and opportunities;
- establishing, measuring, and regularly reviewing environmental objectives;
- educating our employees to help them understand and work towards our goals;
- reporting progress in reducing our environmental footprint; and
- considering environmental impacts when making business decisions.

Philippines Eco-Brick Initiative

Knowles Philippines, as part of its commitment towards environmental sustainability, ensures that all wastes generated from operations not only comply with local regulations, but are properly managed thru the implementation of green initiatives such as material recovery processes, vermicomposting systems, recycling and upcycling. One of the key upcycling initiatives is repurposing non-recyclable plastics from operations that would otherwise go to the landfill, into eco-bricks (concrete pavers) that may be used for maintenance of the facility grounds, instead of buying from external suppliers.

The process involves machine shredding of the waste plastics and stirring the shreds with concrete mix (cement+sand+gravel) to create durable pavers. This is



done by our employee-volunteers who are members of the KEP Environment Team. This project not only reduces plastic waste, but also generates savings for the Company on the cost of monthly waste disposal and purchase of concrete pavers. Since the Company does not replace pavers regularly and plastic wastes are generated monthly, the next step is to partner with a non-government organization, e.g. farmer’s/fishermen’s group, as a potential source of livelihood thru eco-brick making.

Suzhou Electric Vehicle Adaptation

The Knowles facility in Suzhou, China is setting the pace and leading the pack in terms of electric vehicle (EV) utilization. About 50% of employees are driving electric bikes and vehicles daily from their homes to the Knowles facility and vice versa. To support this initiative, the Suzhou management has designated an onsite parking and charging shed for EVs and E-bikes for employees use. This is to encourage employees to shift to clean transport and reduce their equivalent carbon footprint compared to driving vehicles with internal combustion engines. This initiative is helping to reduce greenhouse gas emissions related to employee commuting.



EMISSIONS AND ENERGY

GREENHOUSE GAS EMISSIONS

	2020	2021	2022	2023*	2024**
Scope 1 and Scope 2 Emissions (Metric Tons CO ₂ e)					
Direct Scope 1 Emissions	6,114	8,164	6,647	4,909	5,657
Indirect Scope 2 Emissions (Location-based)	57,452	61,213	55,426	51,041	53,716
Indirect Scope 2 (Market-based)	49,525	52,108	45,645	42,488	45,022
Total Scope 1 & Scope 2 Emissions (Location-based)	63,566	69,377	62,073	55,950	59,373
Total Scope 1 & Scope 2 Emissions (Market-based)	55,639	60,272	52,292	47,397	50,679

Although our carbon footprint and energy use are relatively modest, we are committed to identifying ways to reduce our emissions and improve energy efficiency wherever practicable. Our greenhouse gas emissions and electricity consumption figures include sites representing over 97% of our global square footage.

Approximately
➤ 16%
of our total purchased electricity
is from renewable sources.

GREENHOUSE GAS EMISSIONS

	2020	2021	2022	2023*	2024**
Emission Intensity (Metric Tons CO ₂ e per \$1M of Revenue)					
Scope 1 Emission Intensity	8	9	9	7	7
Scope 2 Emission Intensity (Location-based)	75	71	73	72	66
Scope 2 Emission Intensity (Market-based)	65	60	60	60	55
Total Scope 1 & Scope 2 Emissions Intensity (Location-based)	83	80	82	79	73
Total Scope 1 & Scope 2 Emissions Intensity (Market-based)	73	69	69	67	62

ELECTRICITY CONSUMPTION

	2020	2021	2022	2023*	2024**
Electricity Usage (MWh)	101,013	109,233	104,284	99,722	110,319
Electricity Intensity (MWh per \$1M of revenue)	132	126	136	141	135

Electricity use is the main driver of our Scope 1 and Scope 2 greenhouse gas emissions and we continue to assess opportunities to optimize energy management to reduce our carbon footprint.

*As we acquired Cornell Dubilier in late 2023, the above figures for 2023 do not include those locations. They are included in the 2024 figures.

**As we sold our Consumer MEMS Microphone ("CMM") segment in December 2024, the above figures include CMM.

WATER MANAGEMENT

WATER USAGE					
	2020	2021	2022	2023*	2024**
Water Withdrawal (Cubic Meters)	836,412	800,834	717,679	704,554	740,838
Water Consumed (Cubic Meters)				701,738	740,732
Water Withdrawn in High & Extremely High Water Stress Areas (%)				67.86%	61.35%
Water Consumed in High & Extremely High Water Stress Areas (%)				67.81%	61.34%
Water Intensity (Cubic Meters per \$1M of Revenue)	1,094	923	939	996	909

Water is both a critical global resource and an essential aspect of our business operations. The chart above depicts our water usage at our 11 manufacturing locations. Beginning in 2023, we began measuring water consumed, and water withdrawn or consumed from areas of high water stress. We continue to monitor our water usage and look for opportunities to reduce water withdrawal and consumption.

WASTE MANAGEMENT

WASTE GENERATED					
	2020	2021	2022	2023*	2024**
Hazardous Waste (Metric Tons)	491	478	388	412	1,316
Hazardous Waste Intensity (Metric Tons per \$1M of Revenue)	0.64	0.55	0.51	0.58	1.6

As part of our commitment to minimizing our environmental impact, we are continually investigating and evaluating new ways to reduce waste we produce and energy we consume. One of the ways we accomplish this is by recycling waste wherever possible, both in our corporate offices and manufacturing locations. If items such as computers or printers become obsolete for our needs, but might still be useful for others, we donate them whenever possible.

To further our goal of minimizing our environmental impact, we are particularly invested in responsibly managing and minimizing the hazardous waste we produce.

We will continue to seek ways of reducing this waste and ensuring its disposal is fully compliant with all local and federal regulations.

In 2024, we disposed of approximately
1,316 metric tons
of hazardous waste across our
manufacturing locations, of which
99.5% was recycled.

*As we acquired Cornell Dubilier in late 2023, the above figures for 2023 do not include those locations. They are included in the 2024 figures.

**As we sold CMM segment in December 2024, the above figures include CMM.

WORKING TOWARD A SUSTAINABLE SUPPLY CHAIN

Providing our customers with superior solutions requires a reliable and responsibly-operated supply chain. We take great care to ensure all our resources are ethically sourced through our supplier screening and accompanying audit processes. We actively seek suppliers who align with our values and share our vision of operating sustainably.

We rely on our global network of suppliers to provide us with the materials and services needed to manufacture our products. We see our suppliers, both large and small, as partners to collaborate with regarding cost, quality, availability, and compliance. Our collaboration with them will increasingly include sustainability-related issues as we strive to minimize our environmental impact, because we recognize that a substantial portion of our impacts as a company (environmental, social, and otherwise), are due to the activities of our suppliers. We are committed to ensuring that our suppliers are operating in a manner that is consistent with our values, and that they are similarly committed to understanding and reducing the impacts of their supply chains.

To achieve our sustainability goals, we must work closely with each of our suppliers to ensure we are in alignment when it comes to operating responsibly. Our relationships with our suppliers are guided by the Knowles Supplier Quality Manual, which outlines our expectations for supplier performance regarding quality and product performance, compliance with regulations, environmental management systems, conflict minerals, supply chain security, and material qualification processes. In addition, we require our suppliers to fully

understand and adhere to our Supplier Code of Conduct, which outlines the social requirements of our suppliers, and is consistent with the Responsible Business Alliance (“RBA”) Code of Conduct. We expect our suppliers to completely adhere to the standards described in these documents, for the duration of our partnership.

In order to ensure our suppliers are compliant with these expectations, we conduct audits across a variety of criteria, including working conditions, product quality, environmental practices, and health and safety, congruent with the RBA’s Validated Audit Process (“VAP”). For our MedTech and Specialty Audio (MSA) segment, over 95% of our Tier 1 suppliers and their facilities are audited in a process that is equivalent to the RBA VAP. This includes all facilities, and in a few cases where the supplier has multiple facilities, the audit is performed at the location(s) where Knowles orders are being produced. For our Precision Devices segment we are exploring the implementation of similar processes.

All of our Tier 1 suppliers are compliant. Any non-conformances identified as part of our supplier audit process are addressed, and if not rectified we do not continue doing business with that particular supplier.

To further ensure our supply chains are operating as intended, we also participate in quarterly business reviews with our suppliers. As part of these meetings, we discuss what social responsibility topics are relevant to the supplier and how to integrate these topics into our suppliers’ business strategies. We also consider how our suppliers can assist us in executing our supply chain initiatives to further our goal of operating responsibly.



SASB INDEX

In this index, Knowles Corporation provides information aligned with the Electronic Manufacturing Services & Original Design Manufacturing sector as defined by the Sustainable Accounting Standards Board (SASB). SASB standards are maintained and managed by the IFRS Foundation’s International Sustainability Standards Board (ISSB).

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & METRICS			
Topic	SASB Code	Metric	Page
Water Management	TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	29
Waste Management	TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, RIR (2) percentage recycled	29
Labor Practices	TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	20
Workforce Conditions, Health & Safety	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	20
	TC-ES-320a.2	Percentage of (1) entity’s facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	30
	TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, disaggregated by (i) the entity’s facilities and (ii) the entity’s Tier 1 supplier facilities	30
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	N/A
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	30

TABLE 2. ACTIVITY METRICS		
Topic	SASB Code	Response
Number of manufacturing facilities	TC-ES-000.A	11
Area of manufacturing facilities	TC-ES-000.B	1,549,993 sq ft.
Number of Employees	TC-ES-000.C	5,500



TCFD RECOMMENDED DISCLOSURES

In this index, Knowles Corporation provides information aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For additional information, please carefully review the risk factors in the Company’s Form 10-K.

TCFD RECOMMENDED DISCLOSURES		
Topic	RECOMMENDED DISCLOSURE	RESPONSE AND REFERENCES
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	The Governance and Nominating Committee, a standing committee of the Board of Directors, oversees policies and programs related to our corporate responsibility, environmental, and governance initiatives and advises the Board on a whole with regard to these matters.
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	The executive management team institutes and maintains policies regarding potential risks to our daily operations, including climate-related risks, and ensures strategies to address those issues are implemented.
Strategy	a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	<p>The Company analyzes climate related risks and opportunities in two categories: (i) Transitional, and (ii) Physical. Our assessment indicates that both of these risk categories are long-term (5-10 years). We have not identified any expected material impacts in the short or medium term.</p> <p>Transitional Risks and Opportunities</p> <p>Transitional risks are those related to potential future costs associated with complying with emerging climate change regulations in the areas in which we operate around the globe. To address regulatory risks, we closely monitor industry news and pending regulations and trends. We also invest in sustainability projects to reduce our greenhouse gas emissions, such as the installation of solar PV systems and high efficiency equipment. By making investments in renewable energy, we believe we have an opportunity to reduce future costs as fossil fuel prices increase in the face of carbon pricing policies.</p> <p>Physical Risks and Opportunities</p> <p>Physical risks are climate change events that could impact our business. Our global operations are dependent on the use of water for industrial use, and several of our facilities are located in identified high water stress areas. Therefore, our relevant physical risks are related to water. We have identified acute physical risks (such as drought, severe storms, and floods) as well as chronic physical risks (such as groundwater depletion and sea level rise). To address these risks, we have taken steps to reduce our water consumption by implementing water conservation and efficiency initiatives, such as rainwater harvesting and reuse, installing zero wastewater discharge systems, and implementing a reverse osmosis and deionization system. In response to potential physical risks, we also maintain a business continuity plan at each operating site.</p>
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<p>The dedication of resources to ensure we are effectively responding to stakeholder expectations regarding ESG disclosure and performance has had a minimal impact on our financial planning.</p> <p>Having set a goal to be carbon neutral by 2040 and targeting a 25% reduction in our Scope 1 and Scope 2 greenhouse gas emissions by 2030, we incorporated sustainability in our strategic and financial planning. Our environmental strategy includes:</p> <ul style="list-style-type: none">• Continuously assessing our ESG priorities to identify focus areas, risks, and opportunities;• Establishing, measuring, and regularly reviewing environmental objectives;• Educating our employees to help them understand and work towards our goals;• Reporting progress in reducing our environmental footprint; and• Considering environmental impacts when making business decisions.

SUSTAINABILITY RECOGNITION



In 2025, Knowles Corporation received a **rating of A** (on a scale of AAA to CCC) in the MSCI Ratings Assessment.¹

¹ The use by Knowles Corporation of any MSCI ESG Research LLC or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Knowles by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or services marks of MSCI.

➤ Knowles’ operations in Malaysia were honored at the 2024 World Green Summit with the **World Green Manufacturing Excellence Award**.



➤ Knowles was recognized during the Association of Malaysian Medical Industries’ (AMMI) 35th Anniversary Gala Dinner, as a 2024 Champion of the **AMMI ESG Environment Award**.

➤ In August 2024, Knowles Electronics Philippines received an **Outstanding Environmental Performance Award** from the Philippine Economic Zone Authority (PEZA).



TCFD RECOMMENDED DISCLOSURES		
Topic	RECOMMENDED DISCLOSURE	RESPONSE AND REFERENCES
Strategy	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We annually conduct climate transition scenario analysis across the organization, with a focus on flooding, rainfall variability, water scarcity, drought, and sea level rise. The scenarios were drawn from the WWF Feeling the Heat scenario and the WRI Aqueduct scenario. The analysis suggests that the most material climate-related risks facing Knowles are transitional risks (related to emerging regulations) and physical risks (related to access to water). In considering the scenarios, we have worked to improve our business resiliency through the investigation and implementation of opportunities to increase our use of renewable energy and implement water conservation and efficiency initiatives.
	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Executive management institutes and maintains policies regarding potential risks to our daily operations, and the Board regularly evaluates their performance. Along with our executive officers, the Board reviews material, strategic, operational, and environmental, social responsibility, and corporate governance (“ESG”) risks.
	b) Describe the organization’s processes for managing climate-related risks.	Our corporate sustainability team operationalizes climate-related initiatives by leveraging best practices to present project proposals for management approval.
Risk Management	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Our Enterprise Risk Management program, which includes climate-related risks, reviews the scoring of identified risks and the mitigation of identified risks through risk management actions.
	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See the “Our Operations and the Environment” section of this Corporate Sustainability Report for further information.
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	See the “Our Operations and the Environment” section of this Corporate Sustainability Report for further information.
Metrics & Targets	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the “Our Operations and the Environment” section of this Corporate Sustainability Report for further information.