

PROTECTING

WHAT MATTERS.

PRESERVING

THE FUTURE.



**2021
SUSTAINABILITY
REPORT**





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A MESSAGE FROM OUR

Chief Executive Officer

As we recap 2021, I am gratified and proud to report that Koppers is well-positioned to capitalize on the new opportunities ahead of us as the COVID-19 pandemic begins to recede. Our strategy to expand and optimize our business to significantly grow profitability over the next several years is underpinned by our steadfast commitment to Sustainability practices and Zero Harm principles.

Led by our Chief Sustainability Officer Leslie Hyde, our Sustainability strategy builds on Koppers history of creating safe and responsible, customer-focused solutions that advance our Purpose of Protecting What Matters and Preserving The Future. Guided by the United Nations Sustainable Development Goals, our Sustainability Tactical Teams are advancing and embedding Sustainability thinking and initiatives into Koppers day-to-day operations.

As a critical supplier to our world's vital infrastructure industries, we understand the importance of operating in a safe, sustainable manner while simultaneously creating value for all our stakeholders. To that end, in 2021 we achieved our lowest 12-month rate of serious safety incidents and also reported record-breaking financial performance. Moreover, Koppers was named as one of "America's Most Responsible Companies" by Newsweek magazine for the second consecutive year, recognizing our company's efforts in environmental, social, and governance areas.

In today's world, the winds of change are getting stronger and more frequent, and we have all felt how difficult it can be just to stay upright, much less push ahead. But at Koppers we believe that our license to operate is only as strong as our commitment to action and innovation. The work we do has the potential to impact essential pieces of modern life for the better — and we are ready and excited to make the most of the opportunities ahead.



Leroy Ball

President and CEO



KOPPERS 2021 Highlights



Koppers honored to be named one of America's Most Responsible Companies by Newsweek

Ranked 377th, Koppers earned impressive scores in Environment, Social, and Governance.



Koppers Delivers Record-Setting Performance

Koppers reported a number of record financial achievements in 2021, including consolidated sales, adjusted EBITDA* and adjusted EBITDA margin, and adjusted earnings per share.



Koppers Announces Participation in Sustainable Battery Projects

Koppers has patents pending relating to advanced carbon products that can be used in the electric vehicle (EV) and lithium-ion (Li-ion) battery markets globally.

Koppers earned Top Workplaces 2021 Award in Greater Pittsburgh

Ranked 6th among mid-size companies and won an additional special award for Health and Wellness.



Koppers Wins Award for Innovation in Health and Safety Initiatives

Koppers Wood Products facility in Grafton, Australia, received a SafeWork NSW award for creating and implementing an automated gang nail sledgehammer to eliminate this high-risk manual task.



16 of 43

Operating facilities working accident-free for the year.

Koppers achieved its lowest 12-month rate of serious safety incidents since 2015.

Koppers Hosts Inaugural Investor Day

Koppers hosted its first-ever Investor Day, sharing an in-depth review of the company's strategic plan and initiatives to deliver significantly higher profitability through 2025.



*Earnings Before Interest, Taxes, Depreciation, and Amortization

About this Report

Koppers Holdings Inc. has reported in accordance with the GRI Standards for the period January 1, 2021–December 31, 2021 and includes additional disclosures for the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDG) reporting frameworks.

GRI defines Impact Materiality, distinct from Financial Materiality, as "the effect an organization has on the economy, the environment, and on society, which in turn can indicate its contribution (positive or negative) to sustainable development." This 2021 report builds upon the materiality assessment and goal setting laid out in our 2020 report and shares our impacts on, and management of, material topics in addition to highlighting success stories and key initiatives from the year. More information about our materiality within this report can be found on page 8. Despite the COVID-19 pandemic, Koppers has succeeded in strengthening our Sustainability efforts, improving business operations, and increasing profitability.

At Koppers, we believe in not only talking about Sustainability, but truly integrating Sustainability into everything we do. We understand the importance of transparency when reporting on Sustainability and strive to make improvements each year.



About Our Company

Koppers is a market-leading, integrated global provider of treated wood products, wood treatment chemicals, and carbon compounds serving essential infrastructure markets, including the aluminum, railroad, specialty chemical, utility, rubber, steel, residential lumber, and agriculture industries. Headquartered in Pittsburgh, Pennsylvania, Koppers uses renewable and repurposed raw materials to protect and extend the life of infrastructure through a comprehensive global manufacturing and distribution network in North America, South America, Europe, Australia, and New Zealand.

Our 2,088 employees manufacture products and provide services that help transport critical goods, keep power and digital connectivity flowing, and provide spaces of enjoyment for families around the world. As a critical supplier to vital industries and a recognized leader in wood preservation technology, we understand the importance of operating in a safe, sustainable manner that creates value for our stakeholders.

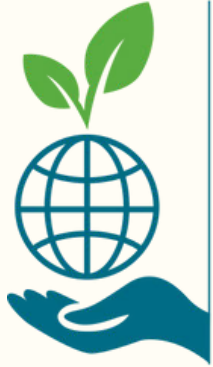
Who We Are

At Koppers, we are guided by our Purpose of Protecting What Matters and Preserving The Future. We strive to place the care and protection of people, the environment, and communities first while providing responsible solutions essential to global infrastructure and our modern world.

Our Sustainability pillars reflect our Values of People, Planet, and Performance, and serve as guideposts for how we work with one another, conduct business, and interact with our stakeholders. We believe that success happens when all three Values are in balance and pursued with enthusiasm by every team member, in every location, every day.

Koppers is fully committed to securing our future by taking care of our employees, being a good steward of the environment, creating value for our stakeholders, and contributing beneficial products to society for generations to come.

Purpose



Protecting
WHAT MATTERS
Preserving
THE FUTURE
KOPPERS



Mission

Creating safe and environmentally responsible solutions that solve our customers' most important challenges and result in superior performance for shareholders.

Vision

To be recognized as the standard bearer for safely delivering customer-focused solutions primarily through the development and application of technologies to enhance wood.

Values

People: At Koppers, How You Treat People Matters.
Planet: At Koppers, Taking Care of the Planet Matters.
Performance: At Koppers, Results Matter.

Core Attributes

Enduring

Our vertically-integrated business is time tested and has shown to perform through all types of market conditions.

Essential

Our products and services compete in a market that is mission critical. Industries and society depend upon them.

Sustainable

Our connection to a broad network of communities, organizations, and stakeholders ensures we operate with shared values and goals.

Contributing to a **More Sustainable World**

Koppers advances its Mission of creating safe and environmentally responsible solutions through its four core business units.



Railroad Products and Services

Keep railroads safe and operational to deliver **essential** goods:



Retail products from fruit to toilet paper



Chemicals required for medical supplies



Chlorine-based disinfectants for treating water

Railroad Products and Services (RPS) is a vertically-integrated producer of railroad crossties, serving as a major supplier to Class I and short-line railroads in North America. RPS also manufactures rail joint bars and provides railroad bridge inspection and repair as well as crosstie disposal services. **Using renewable and repurposed raw materials, Koppers protects and extends the life of wood, thereby increasing safety, reducing replacement costs, and preserving forests.**



Utility and Industrial Products

Provide families and businesses with **essential** electricity and telecommunication infrastructure:



Keeping lights on



Connecting to internet/TV



Air-conditioning and heating

Utility and Industrial Products (UIP) is the only vertically-integrated utility pole producer in the world and a global leader in manufacturing specialty pressure-treated wood products used primarily for utility infrastructure, deep foundation systems, and heavy civil and marine construction projects. Wood can be sustainably harvested and is a renewable natural resource, which provides the added benefit of sequestering carbon dioxide through preservation. **UIP tracks and aims to increase the amount of wood that is sustainably harvested by procuring wood from vendors who are Sustainable Forestry Initiative Certified and American Tree Farmer Certified.**



Carbon Materials and Chemicals

Produce carbon materials and chemicals essential for:



Creosote for treating railroad ties and utility poles



Aluminum and steel for infrastructure needs



Aluminum, plastics, and rubber for medical uses and food packaging

Carbon Materials and Chemicals (CMC) creates its products through the distillation of coal tar, a by-product of the coke manufacturing process for steelmaking. **The coal tar distillation process used by CMC exemplifies the company's Sustainability-focused business model — taking coal tar that would otherwise be disposed of or burned (considered a mid-point in the circular carbon economy) and instead repurposing the substance for productive use.**

Performance Chemicals

Produce chemicals essential for:



Utility poles for electricity and communications



Pressure treated wood for home repairs



Fencing and outdoor structures for agriculture

Performance Chemicals (PC) is a global leader in the development of patented wood preservative systems and technologies. Our innovative wood science professionals work diligently to devise new treatments for wood to meet the most demanding construction needs and provide advanced wood preservation and protection against termite damage, rot, and fungal decay. **Our PC brands hold numerous environmental certifications, including: SCS Global Services' Environmentally Preferable Products (EPP), National Green Building Standard's Home Innovation Green Certification, UL GREENGUARD Certification, and Global GreenTag Certification.**



Koppers Impact Material Topics

In line with the GRI Standard framework of "Impact Materiality," a thorough impact materiality assessment was completed in 2020, which identified 12 impact material topics that have shaped our Sustainability strategy. The assessment included interviews of internal and external stakeholders who shared input based on their experience and area of expertise. To supplement the interviews, we analyzed additional sources — company reports, customer requests, investor priorities, industry association perspectives, and world-leading frameworks. We then strategically weighed each group and their input by their relative influence on Koppers.

Upon completion of the impact materiality assessment, we shared the results with our senior leaders and Board of Directors for validation and determined our final 12 impact material topics. We further divided those topics into three Sustainability pillars (People, Planet, and Performance) to define our Sustainability strategy and guide our progress. We continue to leverage the assessment's results and our topics to refine our Sustainability strategy and develop our goals.

At the end of 2021, we conducted an updated industry analysis and interviews across the company to ensure that the impact material topics established in 2020 remained relevant. The industry analysis included research into topics among Koppers peers and customers, while the internal interviews helped us understand what was most important to our employees and internal stakeholders. This review confirmed the impact material topics chosen in 2020.

PEOPLE

- **Public Health and Safety**
- **Occupational Health and Safety**
- **Talent Attraction and Retention**
- **Inclusion and Diversity**
- **Community Engagement**

PLANET

- **Climate Change and Greenhouse Gas Emissions**
- **Environmental Performance and Regulatory Compliance**
- **Circularity**

PERFORMANCE

- **Financial Performance**
- **Innovation**
- **Product Stewardship**
- **Responsible Supply Chain Management**

Stakeholder Engagement and Communication



Engaging with our internal and external stakeholders serves to ensure the success of our Sustainability strategy and our business. As such, we conduct regular, transparent communication with our employees, customers, trade associations, suppliers, investors, regulators, and communities.

We continue to strengthen connections with stakeholders in the communities where we operate through proactive communications from our local team members. We share regular updates, including videos featuring our CEO, to keep stakeholders informed on significant developments. We encourage our stakeholders to share any questions, observations, concerns, or ideas. The available feedback channels include an employee hotline managed through an independent third-party, our website and social media pages, a digital idea-sharing platform for employees, and Community Resource Groups.

Corporate Governance Strengths and Leadership

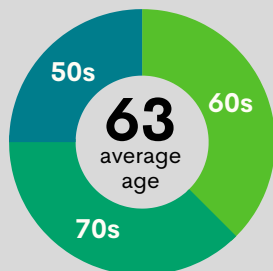
Koppers has strong Corporate Governance values, structures, and requirements. These include:

- **Majority voting requirement**
- **Term and age limits for Directors**
- **Declassified Board structure**
- **Annual Board and Committee self-evaluations**
- **No poison pill**
- **Independent Board, except CEO**
- **Stock ownership guidelines and requirements**
- **Corporate Governance guidelines**
- **Strong Board attendance**

Additionally, we recognize there is a direct link between pay and performance at the executive level. The Management Development and Compensation Committee makes compensation decisions it believes will best serve the long-term interests of our shareholders by attracting and retaining executives who will be inspired and motivated to meet and exceed the company's goals and whose interests will be aligned with the interests of our shareholders. Koppers weighs long-term incentives more heavily in favor of performance-based awards, recognizing that long-term Sustainability is more valuable than short-term paybacks.

"Koppers prioritizes strong corporate governance as part of its comprehensive Sustainability strategy. We take seriously our commitment to earning our social license to operate by placing priority on our values of People, Planet, and Performance." — Koppers Board of Directors

Board Diversity



37.5% of the Board is **female**

37.5% of the Board is racially/ethnically **diverse**

Our Commitment to Zero Harm

Koppers is committed to Zero Harm as the foundation for how the company operates. Our Zero Harm culture at Koppers defines our collective dedication to placing the health and safety of our employees, environment, and communities above all else.

Zero Harm was implemented at Koppers in 2014 and has since evolved into the backbone of our business strategy and operations. There has been widespread support for creating a Zero Harm culture from the plant floor to the C-suite. The primary focus of our Zero Harm efforts to date has been on protecting and improving the health and safety of our employees. Although we have made great strides in this area, our work will not be complete until we achieve Zero Harm in all aspects of our operations. To prevent harm to our communities and environment, we have set proactive goals and targets, and we monitor leading indicators in the same way we do for employee health and safety.



KOPPERS
ZERO
harm



to our
employees



to the
community



to the
environment



Our Commitment to Zero Harm

Our Safety, Health, and Environmental (SHE) Policy defines our commitment to Zero Harm and governs our related actions. In support of the Policy, we established a comprehensive set of ISO-compliant management systems, processes, and procedures that clearly outline our expectations and requirements around Zero Harm. While the SHE Policy defines our expectations, we make every effort to go above and beyond, and drive meaningful improvement.

Koppers Safety, Health, and Environmental Policy Commitments

- Compliance with all applicable safety, health, environmental and security laws, regulations, and other requirements to which Koppers subscribes.
- Pollution prevention to preserve the environment for the health, productivity, and enjoyment of future generations.
- Protection of people through the management of product, process, and other safety risks.
- Continuous improvement of our safety, health, environmental, and security systems performance.
- Communication regarding our business operations and potential risks, both internally and externally, to promote openness with our stakeholders.

Employees at Koppers work and behave in a way that reinforces the Zero Harm culture at all levels and across all workspaces. Koppers Leadership Forum, hosted annually since 1998, brings together global leaders from across the company for skill-building and learning sessions related to new and ongoing safety, health, and environmental topics. Equally important, it provides a good opportunity for our global leaders to meaningfully connect over shared challenges and opportunities. Additionally, an annual SHE Coordinators Conference brings together the company's global SHE Coordinators to receive training and exchange best practices. While both have recently been held virtually in light of COVID-19 precautions, the events are expected to soon return to an in-person format.

A MESSAGE FROM OUR

Chief Sustainability Officer

Over the last three years, we have done much of the up-front work to discover and define what Sustainability means to our company worldwide while also conducting goal setting, adjusting to emerging needs, and training team members to ensure we have a solid plan in place for the future. Now comes the real and challenging work of continuing to hold ourselves accountable to meaningful, measurable progress. Here are some highlights from 2021 regarding the three core Sustainability pillars at Koppers:

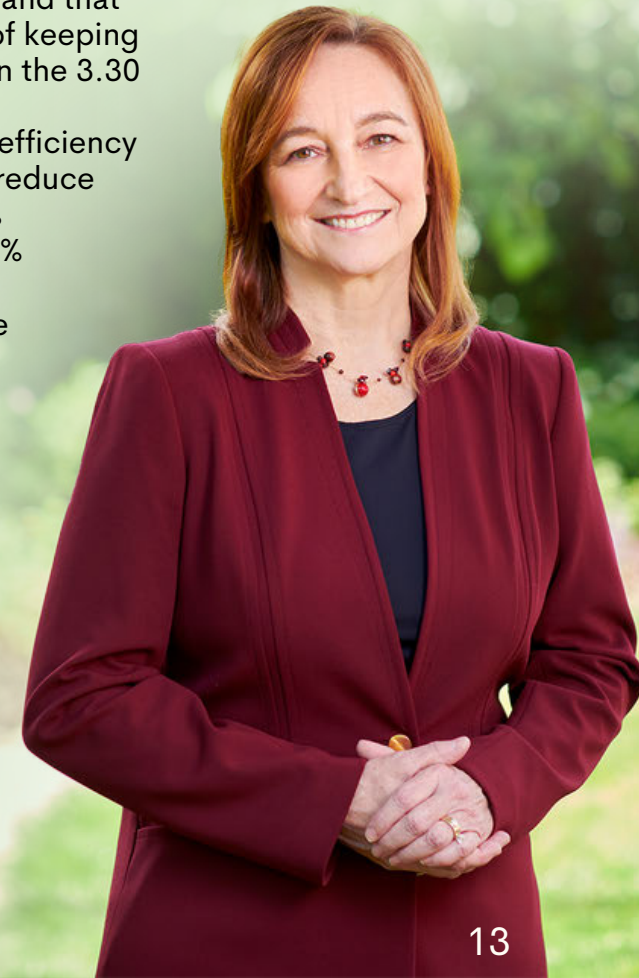
- **People:** Safety observations remain a key metric in the growing list of leading indicators Koppers uses to address safety concerns, prevent incidents, and empower employees to impact their own safety and that of their coworkers. These actions significantly move us closer to achieving our Zero Harm goals of keeping our people safe. In 2021, we achieved a total reportable incident rate of 3.06, which is lower than the 3.30 industry average.
- **Planet:** As climate change continues to impact our world, we have made great strides in energy efficiency improvements, emission reduction projects, and renewable energy implementation designed to reduce our own greenhouse gas emissions. Most notably, I'm proud to report we have achieved a 48.2% reduction in absolute greenhouse gas emissions since 2007, bringing us closer to achieving a 50% reduction by 2030.
- **Performance:** Creating increasingly responsible and sustainable solutions only happens with the help of key partners who share our values. In 2021, Koppers partnered with supplier.io to better track existing suppliers' diverse spend and to identify new suppliers who meet our responsible sourcing needs. We use a dashboard to track and report on this information quarterly as well as employ technology for suppliers to self-report.

Sustainability touches every part of our company and requires our constant attention. The global team at Koppers continues to gain knowledge, confidence, and a more authentically shared commitment to our ongoing success as a profitable, responsible, and civic-minded organization everywhere we operate. We pledge to continue applying our best efforts as we step forward together toward a brighter future.



Leslie Hyde

Chief Sustainability Officer



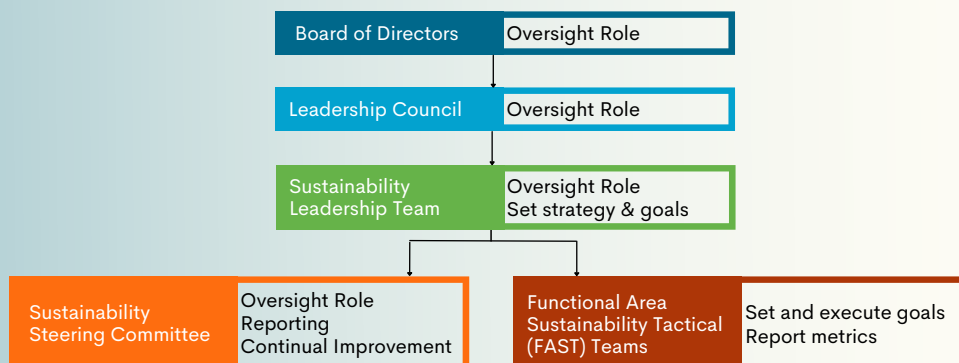
Sustainability Governance at Koppers

At Koppers, Sustainability is about operating in a way that ensures we are taking care of our people and communities, fostering an inclusive and innovative workplace, being a good steward of the environment, and contributing beneficial products to society for generations to come. We take a management systems approach to our Sustainability strategy, building upon our well-established SHE program and Responsible Care RC14001® Management System. This ensures that Sustainability remains a top priority for decision-making and value-building at Koppers.

Spearheaded by Chief Sustainability Officer Leslie Hyde, Sustainability at Koppers is overseen by the Leadership Council, all of whom report to, or work closely with, President and CEO Leroy Ball. The Leadership Council is supported by three other groups: the Sustainability Leadership Team, the Sustainability Steering Committee, and the Functional Area Sustainability Tactical (FAST) Teams. The Sustainability Leadership Team consists of the company's Chief Operating Officer, Vice President of Zero Harm, Vice President of Culture & Engagement (C&E), and representatives from our operations in Australia and Europe. With its diverse and global footprint, this senior team works to establish and refine our Sustainability strategy and goals.

The Sustainability Steering Committee is composed of a cross-functional subset of employees from various business units and supporting staff. This group focuses on continually providing feedback to update the Sustainability strategy and improve annual reporting. With subject area-specific goals, the FAST Teams execute our Sustainability goals and ensure a grassroots approach to creating meaningful change across the company.

Each of these groups works to implement Sustainability throughout the company and provides updates to the Board of Directors. The Board is responsible for the review of our main Safety, Health, and Environment Policy as well as performance toward our Sustainability goals.



"This approach, along with the resilience and innovative spirit of our team, is helping our company thrive, despite the immense challenges of our time."

— Leslie Hyde, Senior Vice President and CSO

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 goals designed as a blueprint for achieving a sustainable future for all. The SDGs were established in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. While the goals were set to meet global challenges, the private sector has a responsibility to align its efforts to contribute to the goals.

Building upon foundational work in 2020, the FAST Teams utilized the intentions and targets of the 10 Koppers-prioritized SDGs to fine-tune the Teams' purpose, set goals, and make progress toward the SDGs throughout 2021. This report will discuss these achievements and show alignment of Koppers three Sustainability pillars with the SDGs as well as with the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

Koppers is committed to doing its part to contribute to the Global Goals. We understand that as part of the chemical industry we are positioned to lead into more sustainable business practices and products through the goals and initiatives we lay out in this report. Moving forward, we hope to continue aligning our efforts to the SDGs to help society achieve a more sustainable future for all.



Functional Area Sustainability Tactical (FAST) Team Goals

Many of the Sustainability goals, initiatives, and achievements detailed in this report are established and monitored by the FAST Teams, each of which focuses on one of Koppers material impacts topics and has developed goals in line with the SDGs — all to strategically strengthen our Sustainability and overall business performance.

The goals and initiatives put in place by the FAST Teams align with Koppers three pillars of Sustainability (People, Planet, and Performance), support our strategic Sustainability goals, and help drive progress in our material impacts and management approach, as defined below:

PEOPLE

Gender and Racial Equity

Incorporate equality principles into policies and processes and build an inclusive culture throughout our operations and supply chain, including in recruitment, remuneration/benefits, training, promotion, and development reviews.



Good Health and Wellbeing

Ensure universal access to healthcare services, information, and education. Achieve universal health coverage and access to quality essential healthcare services.



Quality Education and Lifelong Learning

Identify opportunities and develop actions to increase the number of adults who have relevant skills for employment, decent jobs, and entrepreneurship; ensure a substantial proportion of adults achieves literacy and numeracy.





PLANET

Climate Action

Decrease our Scope 1, 2, and 3 greenhouse gas emissions. Evaluate facility exposure to climate-related impacts and make appropriate improvements. Identify, support, and partner with local and state emergency management associations and communities.

13 CLIMATE ACTION



Energy

Identify opportunities and develop actions to increase the share of renewable energy in our energy mix, evaluate and increase our rate of energy efficiency improvements, implement energy management systems at our manufacturing facilities, expand energy infrastructure, and upgrade energy-related technologies.

7 AFFORDABLE AND CLEAN ENERGY



Operating Efficiency

Identify improvement areas for resource efficiency within our processes to decouple economic growth from environmental degradation.

8 DECENT WORK AND ECONOMIC GROWTH



Environmental Stewardship

Identify opportunities to develop and implement actions to improve upon environmentally sound management of wastes, reduce releases to water and soil, sustainably manage and efficiently use water, and reduce waste generation through prevention, reduction, recycling, and reuse.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



PERFORMANCE

Hazardous Chemicals

Identify areas of opportunity to support substantial reductions in the number of deaths and illnesses from hazardous chemicals, and air, water, and soil pollution and contamination.

3 GOOD HEALTH AND WELL-BEING



Supply Chain

Identify opportunity areas in our supply chain to support social issues, sustainable forestry practices, and sustainable supply chain practices while influencing our partners to incorporate Sustainability into their operations.

8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



Zero Harm

Eliminate injuries/illnesses and significantly reduce operational risks within our facilities and fleet and rail operations.

3 GOOD HEALTH AND WELL-BEING



How to Read this Report

This report follows the framework below for each of our three pillars of Sustainability: **People**, **Planet**, **Performance**.

Each pillar begins with a high-level overview of that pillar's Strategic Goals. A highlight page before each section then summarizes the Strategic Goal in Focus, including a target metric to track our progress toward the Strategic Goal. The section is then broken down by Material Topics within that Strategic Goal to discuss impacts, management approach, and initiatives and actions, along with applicable Supporting Goals.



People

Protecting people and communities while preserving our future.

STRATEGIC GOALS



Advance our Zero Harm culture that places the care and protection of employees, community, and environment first in everything we do



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



Help build strong communities

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES





Zero Harm: People

Koppers Zero Harm culture is central to how we work.

Employees at the corporate level and at every operating facility worldwide work in a comprehensive and coordinated way to protect employees, contractors, and communities. The Zero Harm Department provides guidance and tools to reduce hazard exposure and improve our ability to operate safely and effectively. While regulatory compliance is a given, Koppers goes beyond those minimum standards in pursuit of Zero Harm to employees and communities.

The success of Zero Harm demands support from the CEO all the way through plant supervisors and frontline employees. A CEO-chaired Executive Zero Harm Council has responsibility for the Zero Harm approach to health and safety. Each business unit has its own Zero Harm Council, which manages health and safety within its own operations. Our larger facilities have a Zero Harm Council that carries out health and safety guidance from the other councils and implements its own processes tailored to the circumstances of the facility. Each of our four levels of governance reviews every significant safety incident that occurs across the company, as required by our SHE Policy.

Koppers has invested significantly in its Zero Harm culture among our global workforce, providing the tools, training, incentives, and authority to identify and promote improved safety practices and correct or eliminate unsafe ones. Employees know and believe they have the authority and responsibility to halt operations if they perceive an unmitigated hazard or risk. They also know they can exercise those rights without fear of retribution or punishment. Incident investigations are completed, and data is compiled to identify hazards and improve safety practices, procedures, and policies.

RESPECT **ONE Koppers team** **Thoughtful Communication** **EMPATHY**
Zero Harm **compassion**
Strengthen **Inclusive**
COMMUNITIES **LEARN** **from our mistakes**



Implement the Zero Harm strategy and initiatives



Wherever our Zero Harm logo is found throughout this section denotes a program or initiative that promotes our Zero Harm culture.

Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect people and communities while preserving our future



Advance our Zero Harm culture that places the care and protection of employees, environment, and community first in everything we do.

Performance Indicators

how we measure progress toward the Strategic Goal



- Achieve ZERO injuries, serious incidents, and fatalities.
- Maintain ZERO product incidents that result in fine or penalty.

Material Topics

relevant to this strategic goal



Occupational Health and Safety

Public Health and Safety

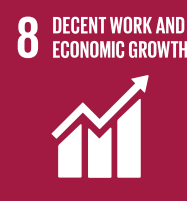
Supporting Goals

to help us achieve our target metric



- Implement the Zero Harm strategy and initiatives
- Improve fleet safety
- Reduce Tier 1 Process Safety Incident Rate at global CMC and PC facilities by 70% by 2030. This would bring the rate down from 0.89 in 2021 to 0.27 in 2030.
- Increase awareness and revitalize usage of the Employee Assistance Program (EAP) and Employee Wellness Program (EWP)

- Publicly disclose portfolio attributes of at least 50% of global products (by revenue) by EOY 2021 and 100% by EOY 2023



Occupational Health and Safety

At Koppers, we promote healthy lifestyles and decision-making among our employees. We recognize every employee also needs a full and happy life outside of work. The ability to detach from work to take care of oneself and to be present with loved ones makes us all better, happier, more productive versions of ourselves.

Health and Safety Training

The effort, care, and diligence that employees put into keeping our people and our environment safe is critical to our success. While Koppers has been conducting Zero Harm training workshops over the last several years, the official rollout of in-person training for frontline employees was delayed due to the COVID-19 pandemic. In 2021, we conducted workshops both in a classroom setting and in the field. Employees at the trainings ranged in length of service from two days to 30+ years, and the variety of experience and perspectives improved the experience for attendees. These training sessions have been well received by employees and have already begun showing positive results regarding employee safety — seen in our lowest 12-month rate of serious safety incidents at Koppers since 2015.

Facility Spotlight

The Nyborg, Denmark team worked 365 days without a recordable injury — a major milestone toward achieving Zero Harm. This is an amazing accomplishment that is made even more impressive when considering the number of major projects completed at the facility this year, including the construction of a new 8,000m tank and an upgraded firefighting system. The Nyborg team has worked hard to complete these projects, all the while ensuring the safety of the team and the many contractors on site.



Implement the Zero Harm strategy and initiatives





21,441 global safety activities and leading activities

- **15,857** employee safety performance observations conducted
- **2,848** contractor safety performance observations conducted
- **2,533** physical hazards identified
- **203** near misses reported

Implement the Zero Harm strategy and initiatives



Safety Observation Program

One of the most important programs taught during the training is Koppers Safety Observation program. Safety observations are planned interactions with an employee or contractor in which hazards are observed. This gives the observer the opportunity to positively reinforce behaviors that control exposure and provide guidance feedback when necessary. Safety observations allow safety concerns to be identified proactively while opening a dialogue on safety in the workplace between employees.

These observations contribute to the growing list of leading activities that Koppers is developing to improve our workplace safety and achieve Zero Harm. Creating an environment where risks and safety concerns are addressed before an incident can occur, and where employees are empowered to influence the safety of themselves and their coworkers, significantly improves the safety of Koppers work and moves us closer to achieving our Zero Harm goals.



Life Saving Rules

Following our Zero Harm approach to safety and moving proactively to prevent incidents, Koppers has established Life Saving Rules that must be followed by all employees. We designed the rules to address the seven most dangerous activities intrinsic to our operations after evaluating company-wide safety data, observing performance, analyzing industry data, and conducting internal interviews. In 2020, a temporary Life Saving Rule was added to address the seriousness and impact of the COVID-19 pandemic.

All of the Life Saving Rules empower Koppers employees to proactively identify hazardous tasks and stop work when a potentially dangerous situation arises or if proper precautions are not in place.

We require every serious health and safety incident and every breach of a Life Saving Rule to be investigated to find root causes. The root cause corrective actions are then managed through our FOCUS information management system. Additionally, minor incidents and corrective measures are recorded in the FOCUS system.



PROTECT YOURSELF FROM A FALL
when working at heights



WORK WITH A VALID WORK PERMIT
when required



VERIFY ENERGY ISOLATION
before work begins



VERIFY SAFETY PROTECTIVE DEVICES ARE IN PLACE AND FUNCTIONAL
before operating equipment



FOLLOW SAFE DRIVING PRINCIPLES
for motor vehicles and rolling equipment



POSITION YOURSELF IN A SAFE ZONE
in relation to moving equipment



FOLLOW CONTROLLED LIFT PLANS
for suspended loads



ESTABLISHED COVID-19 PROTOCOLS
for all employees



Transportation Fleet Safety



Improve fleet safety

Our FOCUS system has been updated to record all fleet training activities, compliance audits, and accident reporting. Additional data collected by our Electronic Logging Devices (ELDs), which we use to monitor fleet performance through data collected from vehicle cameras and GPS systems, includes driving hours, driver working hours (including hours on the job not driving), speeding, and other at-risk behaviors, such as hard braking and accelerations.

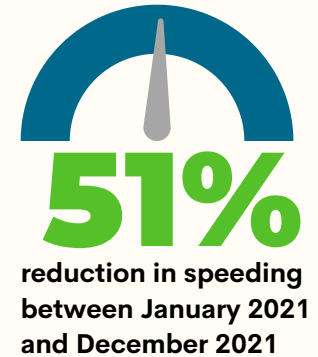
In 2021, our Commercial Fleet Zero Harm Council developed a corporate Fleet Safety Policy, outlining road transportation management guidelines for our business units. This Policy, which included training for managers, dispatchers, and drivers, took effect on October 15, 2021.

Finalists:

- | | |
|---------------------|-----------------------|
| David Dunn | Mike Mayo |
| Hansel Hodge | Jordan Dosmann |
| Danny Brown | Frank Fuller |
| Ted Allen | Lynn Brown |
| Roy Barlow | Jeff Cok |

Safe transportation is important for not only the health and safety of our employees, but also for the safety of everyone on the road. Koppers understands the seriousness and importance of safe driving and transportation and has taken several steps to ensure that our drivers are practicing safe driving behaviors.

To underscore the importance of transportation fleet safety at Koppers, we have updated our pay incentives for drivers to focus on safety measures such as reduced speeding, zero traffic and service violations, pre- and post-trip inspections, and reduction of on-road accidents, as opposed to solely focusing on the speed and efficiency of deliveries that may encourage unsafe driving habits. This update has significantly improved safe driving habits throughout our fleet and highlights our commitment to Zero Harm.



Zero Harm Truck Driving Championship



To acknowledge safe driving efforts and to recognize our employees' commitment to operating safely, we planned Koppers first-ever Zero Harm Truck Driving Championship in 2021. Nominated drivers were invited to demonstrate their driving skills and knowledge in a head-to-head competition with their coworkers to determine the most skilled driver at Koppers. While the in-person event had to be cancelled due to COVID-19, a virtual ceremony was held and prizes were divided among the finalists. Koppers has planned the 2022 Zero Harm Truck Driving Championship to be an in-person event in Pittsburgh in November 2022.



Process Safety



Reduce Tier 1 Process Safety Incident Rate at global CMC and PC facilities by 70% by 2030. This would bring the rate down from 0.89 in 2021 to 0.27 in 2030.

Our Global Process Safety team effectively manages potential hazards associated with Koppers production processes to prevent negative impacts to employee health and safety, environmental concerns, and/or costly business interruption. Presently, regulations require Process Safety Management programs at some of our Australian and European facilities. Similar Process Safety Management programs have been established at our PC and CMC facilities globally and are planned to be established for our RPS and UIP facilities in the future.

At Koppers, we strive for continuous improvement and in 2021, we audited our Process Safety Management program at our CMC facility located in Stickney, Illinois. Through this audit, we consulted with industry experts to identify and implement best practices to reduce process safety incidents. Additionally, hazardous scenario evaluations were completed across four business units totaling over 15 studies. Action plans to reduce safety and environmental risk have been implemented and the scenarios can be monitored over time.



Management of Change

Managing changing circumstances is a critical component of Process Safety. Our global Management of Change (MOC) Policy requires MOC reviews and training to take place when we are: managing personnel changes, utilizing new equipment, introducing new materials to a process, or relocating equipment at our facilities. The purpose of this Policy is to protect the health and safety of our employees and contractors through the identification and anticipation of hazards that occur from changes we make in our operations. Implementing this program across the globe protects our organization from negative impacts of change.



Health and Safety Highlights

Award-Winning Safety

In 2021, our Grafton, Australia, Wood Products facility received a SafeWork NSW award for outstanding solutions for the automation of gang nail sledgehammering to eliminate a high-risk manual task.

Prior to treatment of utility poles, several fabrication tasks are required. Historically, this involved the use of a manually operated sledgehammer, which was a repetitive hazardous task for employees.

After consultation and collaboration with employees, the team created a safer solution by designing a hydraulically-operated attachment for construction equipment.

Koppers Wood Products is in the process of installing the same process and equipment at two other facilities in Queensland and Tasmania.



Zero Fatalities



16 of 43 operating facilities reported an accident-free year



Main Types of Work-Related Ill Health

COVID-19 Infection, Chemical Burn



Main Types of Work-Related Injuries:

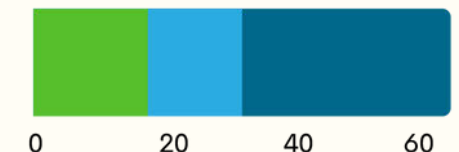
Sprains/Strains and Cuts/Lacerations



2021 had the lowest 12-month rate of serious safety incidents

Employee Recordable Injuries and Illnesses	2021	2020	2019	2018
Number of Hours Worked	4,785,340	4,854,637	4,725,398	4,444,055
Total Recordable Rate	3.06	2.45	3.05	2.84
Total High-Consequence Injuries/Illnesses	1	3	5	4
Total High-Consequence Rate	0.05	0.13	0.21	0.25

Days Away Injuries, Restricted/Transferred Injuries, and Other Recordable Injuries in 2021



Employee Assistance Program

At Koppers, we promote healthy lifestyles and decision-making among our employees. We recognize every employee also needs a full and happy life outside of work. The ability to detach from work to take care of oneself and to be present with loved ones makes us better, happier, more productive versions of ourselves.

A major focus for 2021 regarding employee health and wellness was to create a more robust Employee Assistance Program (EAP) emphasizing that "Life Matters." To achieve this, Koppers invested in EAPs by Empathia, a company that offers mental health and substance abuse counseling, work/life balance resources, management consultation, and critical incident response. All of Koppers North American employees are currently enrolled in this program, and we are planning to expand the program globally to all employees in 2022.

Additionally, we have an established Koppers Kindness Fund, which offers financial grants to employees experiencing unexpected financial hardship due to major life-changing events such as floods, fires, or serious illness. Administered by a third-party non-profit organization, Koppers employees can contribute to the fund in support of colleagues as well as request support when they have a qualifying event or expense in their own lives.



Koppers is working to increase awareness and revitalize usage of the Employee Assistance Program (EAP) and Employee Wellness Program and eliminate the use of illegal substances

Public Health and Safety



At Koppers, we aim to optimize the health and safety performance of our products and operations while complying with applicable laws and regulations. Our Quality Policy outlines this commitment and our approach to delivering innovative products that meet the needs of our various customers.

As detailed in the Quality Policy, we do not compromise on the safety, compliance, or quality of our products. Our employees exhibit this approach as they deliver on our quality objectives. We also empower our employees to take action to ensure product quality and to protect our stakeholders. The Policy challenges us to improve through its requirements for regular quality objectives and results reviews. In addition to our Policy, the quality management systems at our Carbon Materials and Chemicals, Railroad and Utility Products and Services, and Wood Products facilities are currently certified, or pursuing certification, under the ISO 9001 quality management standard. Koppers periodically assesses our entire product portfolio to identify opportunities for health and safety improvement.

Safely operating our facilities contributes to public health and safety in our communities. To ensure we prepare for potential emergencies, we conduct safety training and emergency response drills with employees and local first responders across our global operations. Our exercises help familiarize first responders with Koppers operations and the types of incidents to which they might need to respond.



Publicly disclose portfolio attributes of at least 50% of global products (by revenue) by EOY 2021 and 100% by EOY 2023

zero

Product Incidents
Resulting in a **Fine or
Penalty**

zero

Product Incidents
Resulting in a
Warning

zero

Product Incidents
**Violating Voluntary
Code**

Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect people and communities while preserving our future



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

Performance Indicators

how we measure progress toward the Strategic Goal



Achieve an improvement in employee retention rates, engagement survey result, and diversity at all levels of employment.

Material Topics

relevant to this strategic goal



Talent Attraction and Retention

Inclusion and Diversity

Supporting Goals

to help us achieve our target metric



- Koppers is expanding and improving upon its hourly leadership training program and Global Education Program
- Partner with Minority Serving Institutions and student resource groups for internship programs and job fairs

- Conduct a survey of women in the organization to determine the collective sense of equality, empowerment, engagement, inclusion, and opportunity. Develop appropriate improvement measures and targets.
- Establish a quantitatively measurable women-focused mentor/mentee program



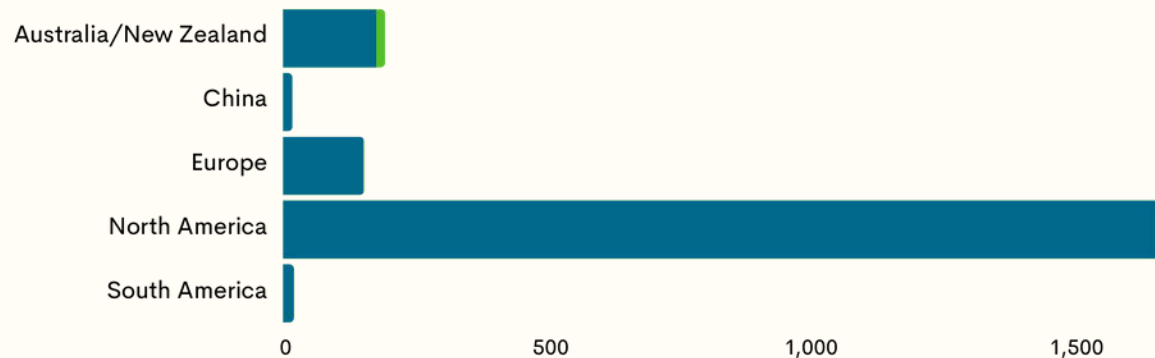
Employees

At Koppers, our success is possible because of our dedicated employees. Our people-driven business approach centers on creating an inclusive workplace culture where employees have the opportunities and tools they need to succeed.

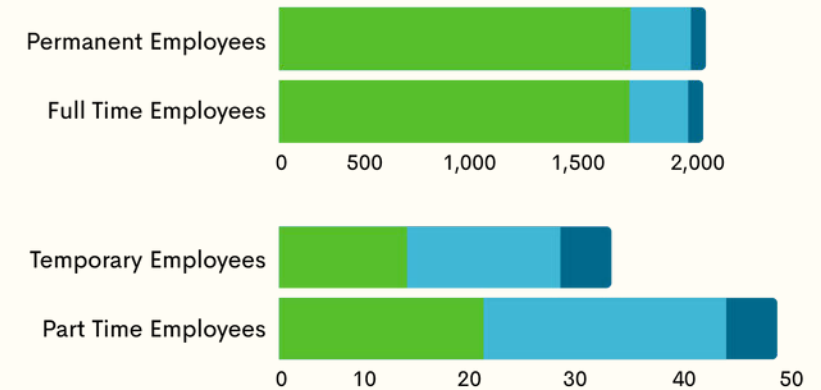
Our Culture and Engagement (C&E) function oversees all areas of the employee experience and works to enhance our culture while advocating for and serving our people. C&E plays a pivotal role in creating an unparalleled employee experience that values everyone and allows each of us to perform at our best. We make decisions with our employees front and center, building on our belief that when we place the well-being of our people first, success will follow.



Full Time Regular and Temporary Employees by Region



Male, Female, and Undisclosed Gender Employees by Employment Type



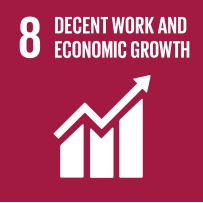
Communication

Creating a collaborative workplace where our employees are actively engaged in all aspects of our business remains central to our success. We emphasize transparent communication across our global organization to inform our workforce of the latest internal and external developments.

In 2021, we continued hosting quarterly regional All-Employee Meetings to keep employees informed of notable company happenings as well as to give them the opportunity to ask questions directly to CEO Leroy Ball and other leadership team members. Additionally, we produced bi-weekly video updates from Leroy for employees, distributed via email, internal blog, and social media platforms.

Feedback from our Global Employee Engagement Survey led to an increase in cultural awareness communications in 2021, including communications around Black History Month, Hispanic Heritage Month, and more than 40 global holidays our employees indicated are important to them.

Koppers also placed a spotlight on awards and recognition earned by individual employees and the company.



Melissa Skoko, Director, Marketing and Product Management, Earned STEP Ahead Award from Manufacturing Institute



Koppers named Finalist for Best Overall Investor Relations in Small Cap Category by IR Magazine



Koppers Ranked #6 Among Mid-Size Companies in Pittsburgh Post-Gazette Top Workplaces Awards; Won Special Award for Health & Wellness



Mike Zugay, Chief Financial Officer, Earned Career Achievement Award from Pittsburgh Business Times



Koppers Ranked as Finalist for Best Proxy Statement in Small Cap Category by Corporate Secretary Magazine



Koppers Named one of Newsweek's America's Most Responsible Companies



Tushar Lovalekar, Vice President, Information Technology, Named a Finalist for Pittsburgh Technology Council's 2021 Chief Information Officer of the Year Awards



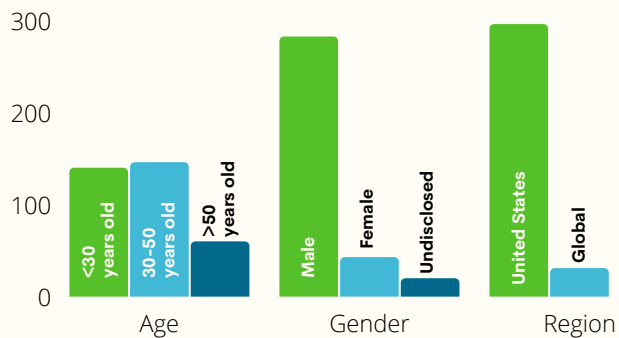
Talent Attraction and Retention

The success of our business relies on the skills, dedication, and satisfaction of our employees. Koppers commits to going above and beyond when it comes to attracting talent and providing employees with the tools and resources they need to succeed. Our C&E team leads our talent attraction and retention efforts by working to grow our workforce and enhance their skills.

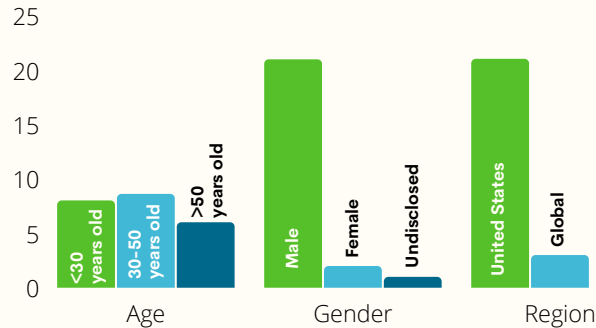
All new employees complete a web-based training program that helps them get to know Koppers and our Zero Harm culture. The training program includes an introduction to our primary business units, as well as information on our employee programs, services, benefits, and more.

Koppers also offers a unique mentorship program between new full-time salaried employees and experienced employees that aims to increase employee engagement and retention while simultaneously helping new employees transition into their roles. Mentors must have at least one year of continuous service, familiarity with Koppers policies and programs, and be willing to share their knowledge and experience. Mentors and mentees are paired using questionnaires and are monitored through follow-up surveys to measure success and identify improvement areas for the program.

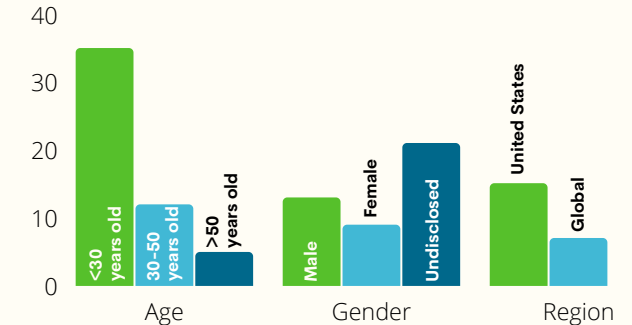
Employee **New Hires, 2021**



Employee **Turnover, 2021 (%)**



Employee **Turnover, 2020 (%)**





Professional Development

Koppers knows that every job, and every employee, matters. We have an ongoing professional development program driven by fostering ongoing and recurring discussions between employees and their managers throughout the year, focusing on feedback to maintain performance and achieve goals. Our professional development approach, known as Lead-Empower-Aspire-Perform (LEAP), emphasizes trust and teamwork for achieving common goals and finding new, innovative ideas to shape our business. The LEAP program offers development tool kits and training sessions to both employees and managers.



Performance development meetings are structured as a three-step process:

1. Managers and employees meet to align expectations moving forward by identifying key focus areas, resources, and development opportunities for success.
2. Managers and employees meet the following month to discuss what they accomplished in terms of development over the previous month, and how it was accomplished.
3. The process repeats itself with managers and employees meeting again to align expectations and discuss feedback.

We also encourage professional development through the prioritization of internal promotions. Supervisory and individual contributor positions are posted on each of our facilities' communication boards to increase their visibility to our hourly employees. We are confident that elevating our hourly employees to supervisor roles will benefit Koppers by building on our employees' in-depth knowledge of our business, while also increasing employee inclusion and retention.



More than

190

managers participated in
LEAP training in 2021





2021 Employee Engagement Survey

Ranked using comparison with Average Question and Impact on Engagement

Highest Ranked Items

Physical Safety

I feel safe at my workplace.

Camaraderie — Team

I have a good working relationship with members of my team.

Safety Climate

Safety is a top priority here.

Plans Identified to Address

Communication Flow

There is good flow of communication between leadership, departments, and teams.

Decision Making

Overall, I am satisfied with how decisions are made at Koppers.

Action Taking

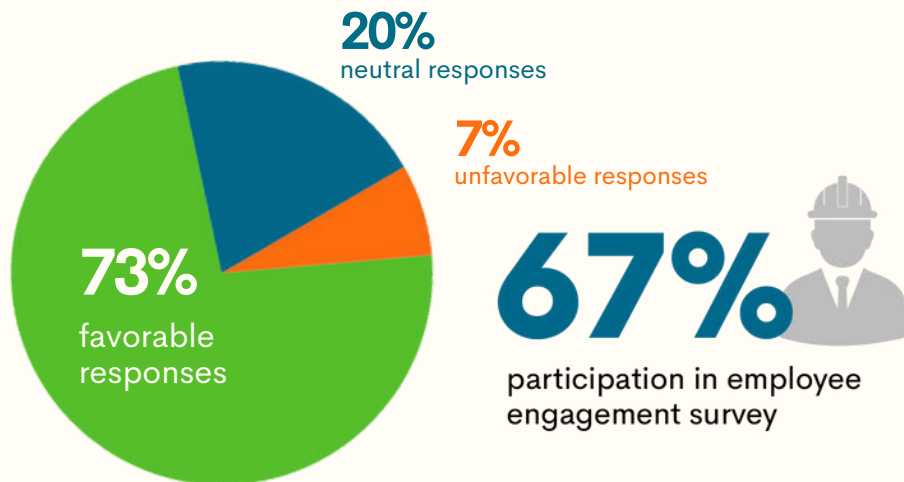
I believe meaningful action will be taken as a result of this survey.



of employees said they would recommend Koppers as a place to work

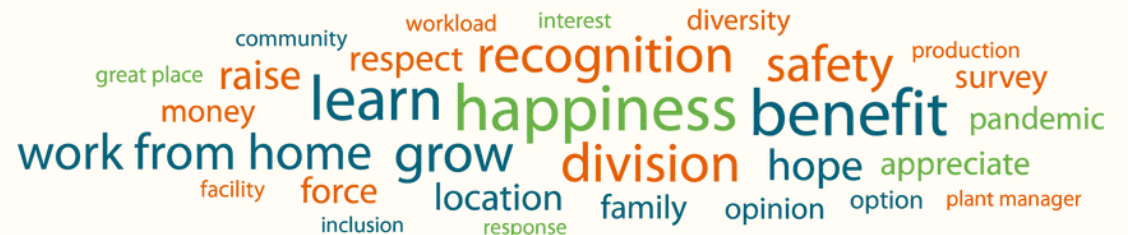


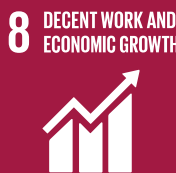
of employees said they are happy working at Koppers



Key Words from Comments

Key: Favorable Neutral Unfavorable





Training and Education



Koppers is expanding and improving upon its hourly leadership training program and Global Education Program

Koppers is committed to providing our employees with opportunities to develop new skills and learn new information to help them become the best versions of themselves — on and off the job. By focusing on employee development and education, we not only improve the skills of our workforce, but also increase employee inclusion and retention, attract diverse talent, and improve employee engagement.

In 2021, we launched Koppers College, an educational program offering various courses and tracks for development. Courses offered through Koppers College are in partnership with Robert Morris University. The courses are taught by Robert Morris University professors and 100% of the costs are covered by Koppers. Current courses include:

Koppers Business Degree: A virtual six-course program for hourly employees and frontline supervisors whose highest level of education is a high school diploma or GED. Focused on leadership, organizational behavior, conflict management, and core business skills, employees have the opportunity to enhance their knowledge and develop their careers at Koppers.

Foundations of Leadership: A virtual three-course program for hourly employees and frontline supervisors who already have a business degree but want to enhance their leadership skills through courses on leadership, organizational behavior, and conflict management. The course is offered to those in North America and Australia.

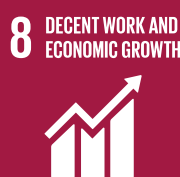
Koppers Leadership Forum: An in-person program for highly motivated current or aspiring leaders from across the globe that includes a series of four customized modules designed to provide development around personal, group, and organizational leadership.



employees enrolled and completed Koppers College Programs



Training and Education



Koppers also offers a co-op program with the University of Pittsburgh, which allows chemical engineering students to work full time at Koppers for three semesters as a substitute for a year of their bachelor's degree coursework. Students who complete this program are often considered for full-time employment at Koppers once they have completed their degrees. This program allows us to recruit highly talented and trained employees, while also offering employment opportunities to local new graduates.

We are working to partner with minority serving institutions and student resource groups for internship programs and job fairs





Inclusion and Diversity

Inclusion Survey

67% 
response rate

We are actively working on remedial actions to improve inclusion in those areas deemed as our **largest potential areas for growth**.

- ▶ career development
- ▶ psychological safety

Diverse and inclusive communities and workforces offer opportunities to everyone regardless of race, sex, ethnicity, age, and orientation, while also providing a wide range of innovative ideas, talents, and backgrounds. At Koppers, we take pride in our commitment to building an inclusive and diverse workforce where our employees feel engaged, valued, and positioned for success.

The Inclusion Survey, conducted independently from our standard Employee Engagement Survey, measures how employees feel they are included at Koppers, a core metric in improving this aspect of our employment experience. In 2021, a pilot of this survey was implemented in 10 facilities across the United States to quantify this measurement.





Bridging the Racial Divide: A National Town Hall Discussion with Police Chiefs

The Inclusion and Diversity Committee hosted a virtual town hall event featuring a police commissioner and five police chiefs who serve communities where Koppers employees work and live.

The goal was to create a unique opportunity to connect employees and community members with local law enforcement leaders for an honest and open discussion. Some key takeaways included ways we can all do our part to create positive change and recognizing our common humanity.

Nearly **1,200** attendees joined this virtual event, including Koppers leadership, employees, and stakeholders from communities nationwide.



Scan here to learn more about this event and watch a video recap

KOPPERS INCLUSION AND DIVERSITY COMMITTEE

presents

A NATIONAL TOWN HALL DISCUSSION WITH POLICE CHIEFS: **BRIDGING THE RACIAL DIVIDE**



Chief Gina V. Hawkins
Fayetteville, NC



Chief Allen Heidler
Florence, SC



Chief Johnny Jennings
Charlotte, NC



Commissioner
Danielle Outlaw
Philadelphia, PA



Chief James Sassetti
Stickney, IL



Chief Scott E. Schubert
Pittsburgh, PA



Employee Resource Groups

Another way we support inclusion and diversity is through our Employee Resource Groups (ERGs). These groups give employees a forum to engage with others with shared characteristics and hold regular development events to increase inclusion and build connections.

Our LINKwomen ERG works to increase the visibility and professional development of women across Koppers. In 2021, the group launched the LETD Scholarship Program in memory of Koppers former Treasurer and founding member of LINKwomen, Louann Eileen Tronsberg-Deihle. Each year, LINKwomen will award competitive monetary scholarships to eligible female relatives of Koppers employees. Additionally, LINKwomen created a Research Committee to identify more opportunities to attract and retain women in manufacturing. Throughout the year, the team conducted focus groups across the organization and is currently developing a road map for improvements.

Koppers is working to conduct a survey of women in the organization to determine the collective sense of equality, empowerment, engagement, inclusion, and opportunity. We are also establishing a quantitatively measurable women-focused mentor/mentee program.



Lead, Inspire and Network at Koppers



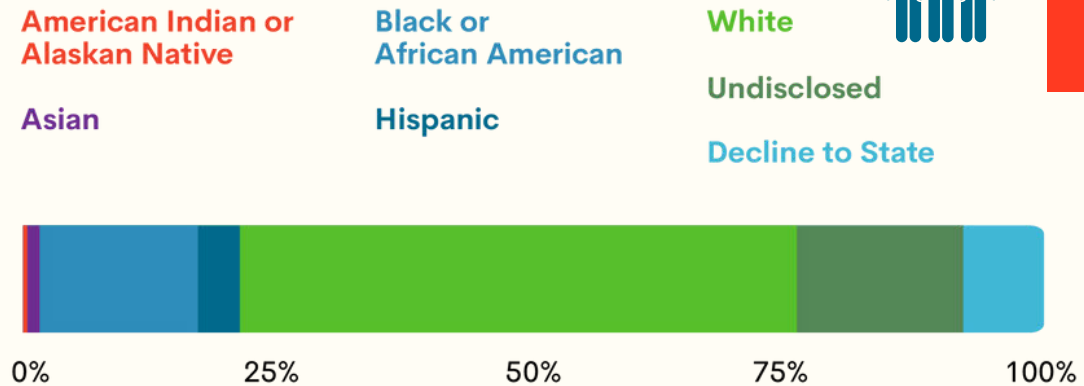
Lead, Inspire and Network at Koppers



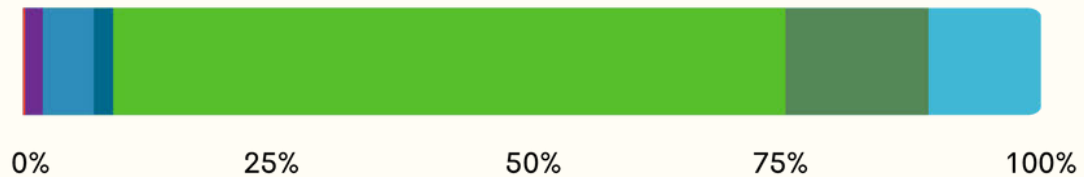
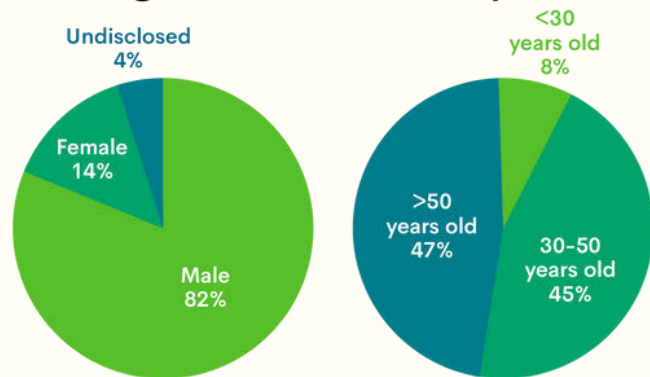
2021 also saw the launch of a second ERG, LINKparents, which created a networking platform for working parents, guardians, and other caregivers of children while supporting their unique challenges and providing shared resources. The group expertly hosted several events in its first year, including a talent show and college planning sessions.



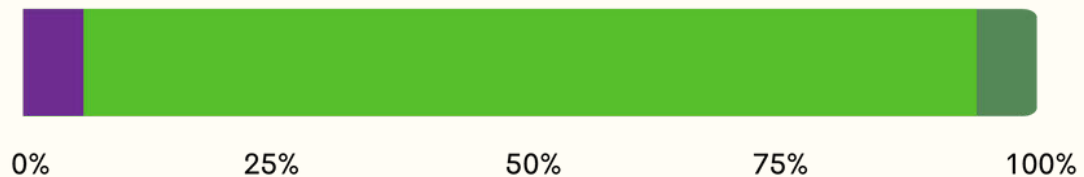
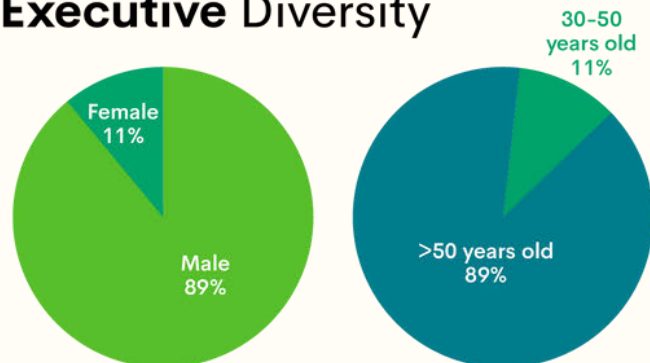
Employee Diversity



Management Diversity



Executive Diversity



Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect people and communities while preserving our future



Help build strong communities.

Performance Indicators

how we measure progress toward the Strategic Goal



Aim to have each facility coordinate at least two community interactions per year

Material Topics

relevant to this strategic goal



Community Engagement



Supporting Goals

to help us achieve our target metric



- Maintain a relationship with Community Leaders that provides a mechanism for informational interaction related to site activities and potential impacts and aspects
- Raise awareness around global literacy challenges externally and within our facilities
- Encourage employees to volunteer in the community



KOPPERS
ZERO
harm



Community Engagement

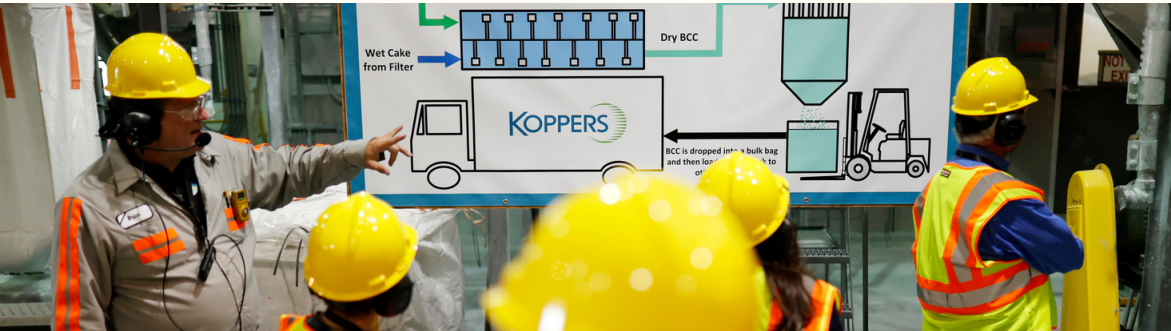
As a major employer and key contributor to the economy in many of our operating areas, Koppers takes seriously its responsibility to engage with and support the communities where our employees live and work.

We believe it's a critical component of our social license to operate and encourage our facilities to regularly partner with local nonprofit organizations that align with our values.

Community Outreach

Members of Community Advisory Panels (CAPs), the first point of contact for communities surrounding our facilities, regularly meet with facility managers and company representatives to discuss matters of mutual interest. Through these connections, we have developed a direct channel of engagement for building strong partnerships to support the growth and development of both Koppers and our local communities.

Our Mayfield, Australia, facility is one example of a successful CAP, working with neighboring industries to meet with the community regarding industrial impacts as well as community questions and concerns. Koppers reaches out to community members via newsletters and invitations to join the CAP with quarterly meetings often consisting of presentations and engaged conversation. By involving the community and being transparent about impacts, the community has shown increasing support for Koppers business in their neighborhood.



Maintain a relationship with Community Leaders that provides a mechanism for informational interaction related to site activities and potential impacts and aspects



Championing Global Literacy

At Koppers, we are committed to building awareness and greater access to literacy, as we believe that empowering individuals to read and write creates a more skilled workforce and a more sustainable future. During the month of September, Koppers Sustainability FAST Team for Quality Education and Lifelong Learning spearheaded a book drive for North American facilities in celebration of World Literacy Day.

Together, our Koppers employees collected more than **2,000** books, which were donated to local charities and schools of each facility's choosing.



Raise awareness around global literacy challenges externally and within our facilities



Encouraging STEM Learning

Each summer, our Koppers Global Technology Center (KGTC) team partners with students and staff at New Castle Elementary School for the Cultivating and Nurturing Excellent Students (CANES) program to make learning fun. Koppers has been a community partner of the CANES program since 2016, helping to build out the science curriculum, purchase materials for STEM learning, and conduct experiments with students. Koppers has also supported the creation of a sustainable outdoor learning space with raised gardening beds, water barrel, and compost bin — which eventually grew into a greenhouse and substantial garden that students maintain and harvest.



Supporting Communities with Life-Saving Equipment

Koppers worked with Mercy EMS in Michigan's Houghton and Keweenaw Counties to provide funds for an automatic CPR (LUCAS) machine, which provides consistent chest compression both in terms of rate and depth. The machine will support EMS professionals as they work each day to save lives.

Employees at our Hubbell, Michigan, facility are extremely active in the community and saw this as an opportunity to further our Zero Harm culture. "We share a common belief with Mercy EMS: there is nothing more important than the health and safety of people. We hope this donation will be a helpful tool for our first responders who work so hard to save the lives of our families friends, and neighbors," said Kristy Laitinen, Plant Manager.



Encourage employees to volunteer in the community



“We share a common belief with Mercy EMS: there is nothing more important than the health and safety of people. We hope this donation will be a helpful tool for our first responders who work so hard to save the lives of our family, friends, and neighbors.”

— Kristy Laitinen, Plant Manager

Planet

Protecting infrastructure while preserving the environment.

STRATEGIC GOALS



Work toward carbon neutrality in Scope 1 and 2 emissions



Eliminate waste from our operations



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

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



Zero Harm: Planet



At Koppers, our Sustainability and Zero Harm efforts include a commitment to Taking Care of the Planet, one of our company's core Values.

We aim to decrease our carbon footprint and minimize our contribution to greenhouse gas emissions. This includes reducing our water consumption and waste production and producing products that can be recycled or repurposed.

In addition to our RC14001 Management System, in 2021 we brought on additional environmental staff at our facilities, allowing for a heightened focus on environmental effort within the SHE function. This has resulted in positive progress and increased support for our Zero Harm culture.



IMPROVE environmental
FOOTPRINT
Responsibility
IMPACT our world
FOR THE BETTER

INNOVATIVE thinking

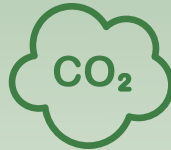
Sustainable

*At Koppers,
taking care of
our planet
matters.*

Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect infrastructure while preserving the environment



Work toward carbon neutrality in Scope 1 and 2 emissions

Performance Indicators

how we measure progress toward the Strategic Goal



- Reduce Scope 1 and Scope 2 Emissions by 50% by 2030 (CY 2007 Baseline)
- Develop Baseline Estimate of Scope 3 Emissions and Set Reduction Goal

Material Topics

relevant to this strategic goal



Climate Change and Greenhouse Gas Emissions



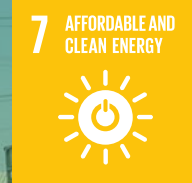
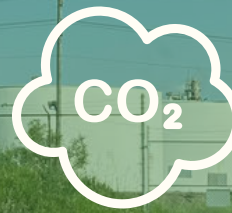
Supporting Goals

to help us achieve our target metric



- Align manufacturing sites to adopt energy management system (EMS) by 2025
- Determine baseline of renewable energy sourced by region
- Establish corporate emissions baseline for materials shipped by Koppers
- Strengthen resilience to climate-related risks

Climate Change and Greenhouse Gas Emissions



Reduce Scope 1 and Scope 2 Emissions by 50% by 2030 (CY 2007 Baseline)

At Koppers, we recognize and acknowledge not only the impact that climate change can have on our business and employees, but also the impact we can have on global greenhouse gas emissions through our operations by reducing emissions. As part of our CDP reporting process, we are also working to identify climate-related risks that could have financial impacts on our operations, including adverse weather and natural disasters exacerbated by climate change and increasing climate change regulations.

We initiated a Climate Action FAST Team with two distinct purposes: to mitigate our contribution to global greenhouse gas emissions, and to better understand and mitigate our risks from climate-related impacts.



Net Zero Pathways

Given our international presence, there is varying pressure and support from national governments to reduce emissions and meet target emission levels.

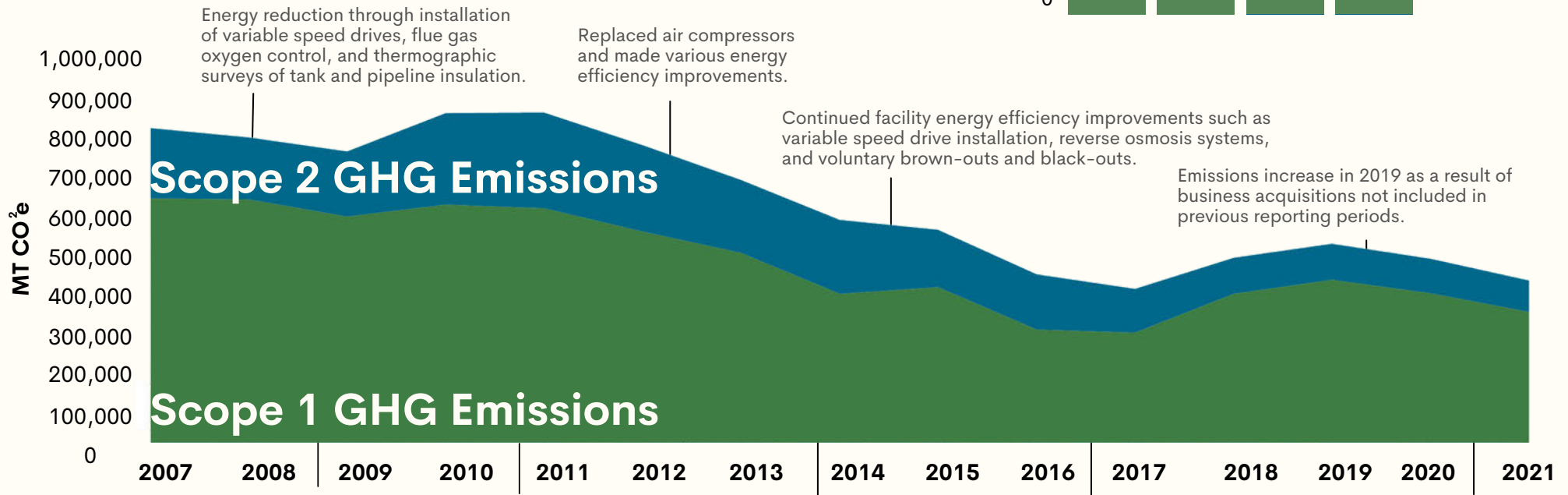
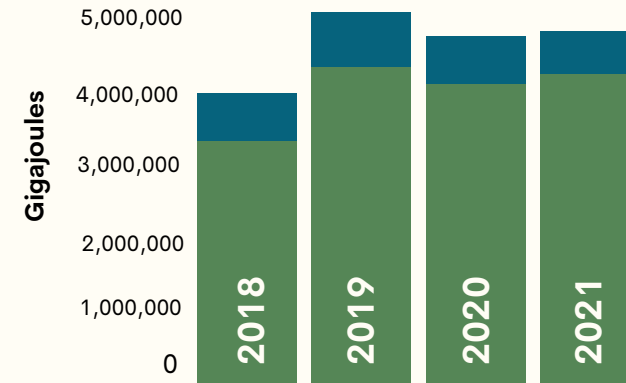
With funding from the New South Wales Government, Koppers participated in the Net Zero Pathways Pilot Project that established the baseline Scope 3 GHG emissions for our Australian operations, identified and evaluated a range of emission reduction opportunities, and explored several implementation roadmap scenarios.

Koppers Australia was presented with tangible pathways of practical projects that can be implemented to achieve a range of 2030 emission reduction targets. The outcomes from this study informed discussion at the global corporate level around what level of ambition we can commit to before setting and communicating a firm emissions reduction target for 2030.

Koppers Global GHG Emissions & Energy Consumption

In 2007, we established our baseline GHG emissions inventory. In the 13 years since then, we have been building on energy efficiency improvements, emission reduction projects, and renewable energy implementation to reduce our Scope 1 and Scope 2 emissions. **Through 2021, we have achieved a 48.2% reduction in GHG emissions over our 2007 baseline.**

Primary and Purchased Energy Consumption



Facility improvements to reduce energy consumption, improve process combustion efficiency, and recover heat energy from process operations.

Committed to finding and repairing steam leaks and reducing boiler inefficiencies.

Established an Energy Management Plan to review usage and energy projects.

Continued work on heat recovery project and implementation of lower emission loaders.

Emissions reductions from reduced natural gas usage, consolidated operations, and divestiture of China Operations.

Energy Management System



Implement energy management system (EMS) by 2025 at all manufacturing sites

With funding from the New South Wales (NSW) Department of Planning, Industry and Environment, we have implemented an integrated energy management system (EnMS) at our Mayfield, Australia site. This builds on our energy management program that has been in place at the site for over 10 years describing the organization's Energy Policy and processes that are undertaken to ensure energy performance improves.

As a result of the EnMS Support program, the following outcomes were achieved:

- Development of an Energy Management Plan that describes the organization's Energy Policy and processes that are undertaken to ensure energy performance continuously improves.
- Established Energy Performance Indicator targets based on modeling of historical energy use vs. production and other influencing variables, and expected implementation of identified opportunities.
- Reinstated regular energy reporting and discussion of monthly site energy reports.
- Identified potential energy efficiency opportunities, including financial analyses of each opportunity.
- Prepared an action plan for implementation of opportunities, including priorities, responsibilities, timeframes, and consideration of external funding sources.
- Established a "continuous commissioning" register of all key energy using equipment/systems to ensure that they are regularly tuned for energy efficiency.
- Analyzed sub-meter data to identify any anomalies, trends, and insights.
- Reviewed and updated CMC's National Greenhouse and Energy Reporting Basis of Preparation document/procedure.

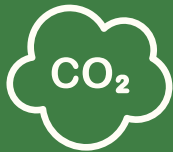
Gas usage at the facility had increased significantly since the April/May 2019 shutdown, without affecting operations. As part of the EnMS support program, potential reasons for this increased gas use were investigated and identified, and during the April/May 2020 shutdown, maintenance teams undertook a series of rectification actions. Post implementation gas use data shows a natural gas saving of 16,042 GJ per annum, or ~10%, over our baseline.

Through this project we were able to develop an Energy Management Plan for our facility. We now have a clear action plan for implementing energy reduction initiatives to achieve our energy usage targets.

— Nick Moretti,
Operations Manager



Scope 3 Emissions



Develop Baseline Estimate of Scope 3 Emissions and Set Reduction Goal

Currently we have two business units in Australia with Scope 3 emissions baselines established. For 2022, we have taken steps to work with a third party to conduct a global Scope 3 baseline.

Following the supply chain disruptions experienced in 2021, Koppers acted to become more resilient in this area, to maintain our high standard of performance and Sustainability. As the only vertically-integrated utility pole and wood treatment producer in the world, we enjoy a competitive advantage by already having a reduced reliance on outsourced materials for many aspects of our business.

Our Supply Chain FAST Team, along with our Purchasing Department, began making strides toward improving the Sustainability of our supply chain. Our Energy FAST Team developed the goal of establishing a corporate emissions baseline for materials shipped and set a goal for reduction. To achieve this goal, three sub-goals were devised: establish the corporate baseline; create a quantifiable improvement target for 2030; and develop and implement a plan to achieve the target.

The initiatives created and being implemented aim to reduce the number of shipments and deliveries required. In 2021, an analysis was done to understand the feasibility, cost, and benefits of producing nitrogen on site at our Stickney, Illinois, plant, rather than having it delivered multiple times per day. This study found that it would reduce 43,000 miles/year on the road for truck deliveries and 988 truck deliveries/year. Along with the environmental impact, the study also found these changes in improved driver safety and plant safety, and after a 2-year payback period would also provide an economic benefit. As a result of these findings, this project is underway and will be completed in 2022.



Establish a corporate emissions baseline for materials shipped and set a goal for reduction

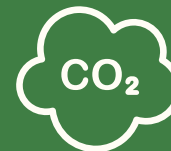




Climate Resilience

To begin understanding and assessing climate risk at Koppers facilities, risk evaluation questionnaires have been developed to identify facilities that are most at risk from various climate change impacts (such as extreme heat, drought, flood, and extreme weather events). A subset of facilities is actively serving as a pilot to the program and providing feedback for process improvements.

Once refined, the risk evaluation questionnaire will be sent out to all sites in 2022. The Climate Action FAST Team will evaluate the responses to gain better understanding of risk across the organization and determine actions to improve climate resilience at all facilities, including informing business continuity plans and prioritizing risks to implement mitigation strategies.



Strengthen resilience to climate-related risks

Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect infrastructure while preserving the environment



Eliminate waste from our operations

Performance Indicators

how we measure progress toward the Strategic Goal



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

Material Topics

relevant to this strategic goal



Environmental Performance and Regulatory Compliance



Supporting Goals

to help us achieve our target metric



- Evaluate the scope and define the issue of "sludge" accumulation in tanks, tank cars, and treating cylinders
- Analyze our water usage and identify areas for improvement
- Reduction of pollutants in stormwater
- Waste generation reduction



Environmental Performance and Regulatory Compliance



The Koppers goal is to exceed mere compliance by literally bringing our environmental impact to zero. We highlight the critical importance of environmental and regulatory compliance in our operations by positioning it as a core tenet of our Zero Harm culture and our Safety, Health and Environmental (SHE) Policy. Our governance is driven by our Board of Directors and its Sustainability Committee, which review our programs and performance related to environmental compliance with applicable laws and regulations.

Our Responsible Care RC14001® Management System and our Zero Harm goal guide our responsible operations. Twenty Koppers facilities in Australia, Canada, Denmark, and the U.S. are certified to the RC14001:2015 Technical Specification, which combines Responsible Care® and ISO 14001 into a comprehensive management system encompassing safety, health, environment, and security. Combined with our company-wide SHE Policy and our expanding Sustainability governance structure, Koppers has a well-built environmental management system in place to meet and even exceed environmental regulations.

In addition to our own conformance with Responsible Care®, we work with many of our contractors to ensure they are qualified and conformant under the program. During our contractor prequalification evaluation, we review contractors' performance to specific safety, health, and environmental criteria.

Koppers also participates in the European Union's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program. Under REACH, Koppers gathers information on the properties of our chemical substances, which encourages proper and safe handling and registers the information in the European Chemicals Agency's central database. At Koppers, we own our responsibility to the planet. Accordingly, we seek to minimize our operational impact through effective environmental management across our global footprint.

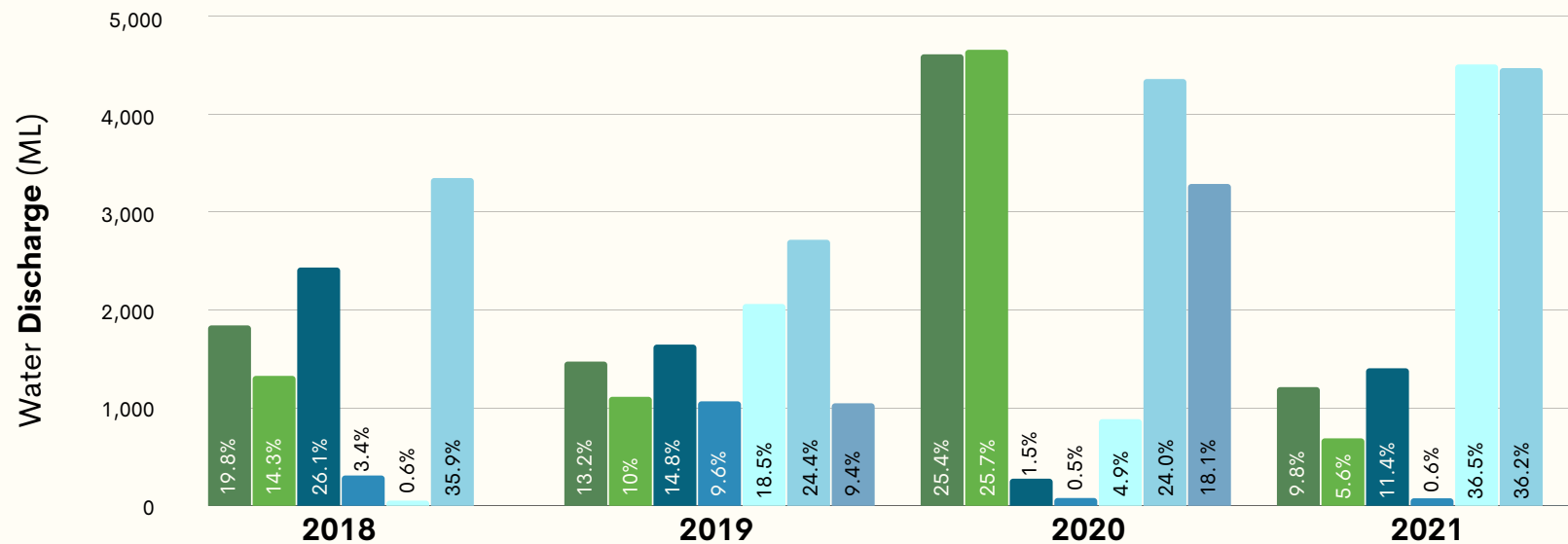
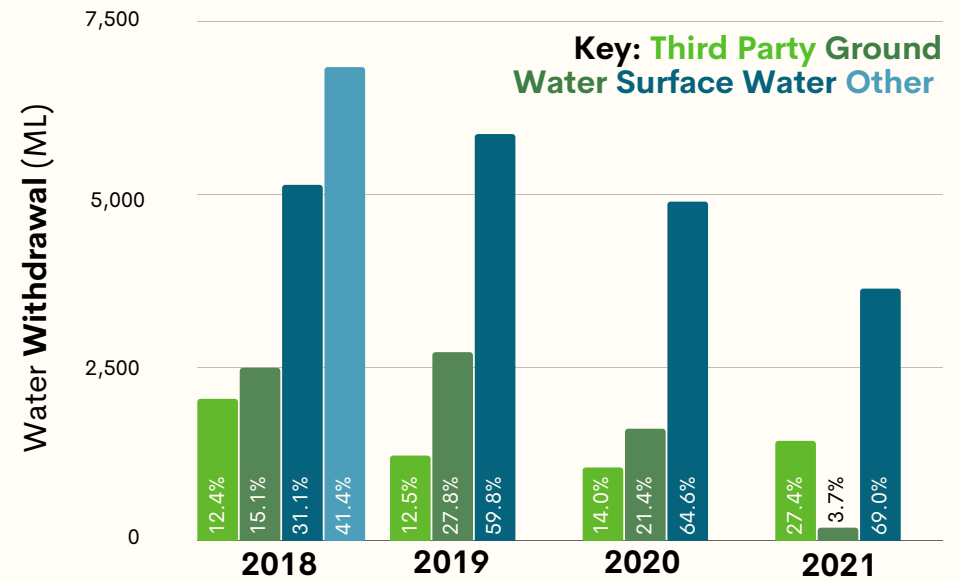
As part of our efforts to be responsible stewards of the environment, we track, monitor, and review our water use and discharge, water pollution, waste generation, reportable releases, and water permit limit exceedance — working toward a year-over-year improvement. We also report annually to ISS, EcoVadis, and CDP (Climate, Water, and Forests).



Water Withdrawals and Discharges

We monitor our water withdrawals and discharges closely, noting where our water is sourced from and where it is discharged to, as well as monitoring pollutants, sediments, and stormwater impacts. We treat this water to specified government standards and investigate any instances where an exceedance of a standard is detected. Several processes release water, such as steam conditioning of raw wood, dewatering feedstock, and treating discharge precipitation that enters tank farms or other containment areas. As a result, our water discharge is higher than our water withdrawal.

Key: Offsite Treatment Biological Aeration Activated Sludge Non-Biological Treatment Non-treated Surface Water Other



Analyze our water usage and identify areas for improvement



Water Pollution, Recordable Releases, and Water Permit Limit Exceedances

Potential water pollutants are identified via process knowledge and chemistry of raw materials and end products, as well as testing for specific and general pollutants by certified labs using recognized testing methods.

In support of our Zero Harm philosophy and ISO/RC14001 management system, we have implemented and are continually improving the following:

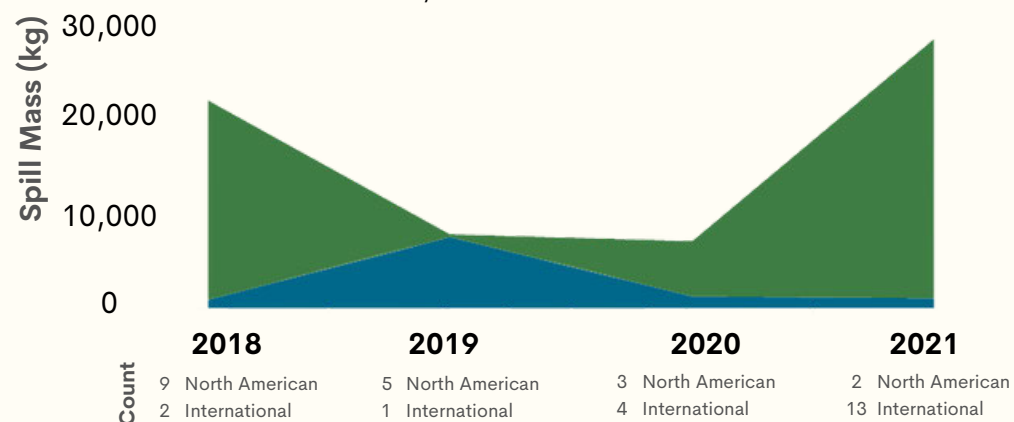
- A comprehensive spill control and prevention program to minimize releases and associated potential impacts, including robust reporting, incident investigation, and training.
- Adoption and adaptation of existing and newly developed best management practices for both our operations and recommendation to our customers.
- Evaluation of existing product formulations and alternative products to further reduce/eliminate release impacts through market research and R&D projects.

We have also begun prioritizing stormwater evaluations for several of our sites to identify potential areas for improvement. These evaluations and improvements to our stormwater management position us to maintain clean and safe habitats.

Reduction of pollutants in stormwater

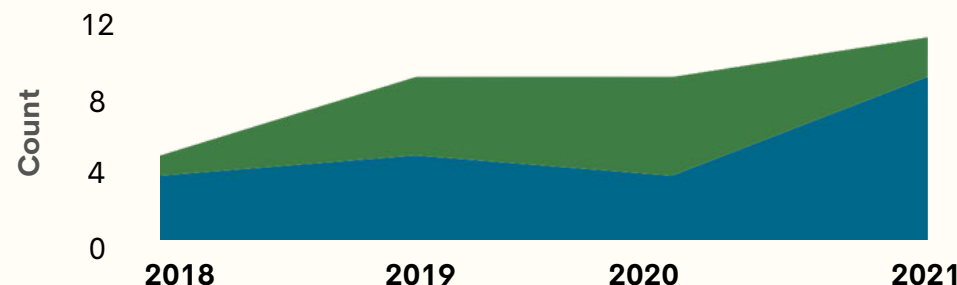
Reportable Releases: International and North America

Reportable release means any release of Hazardous Materials that is required under any applicable Environmental Law to be reported to any Governmental Authority or other Person.



Water Permit Limit Exceedances: International and North America

We are committed to protecting the water resources near our operations and ensuring our water discharges are well within compliance limits.

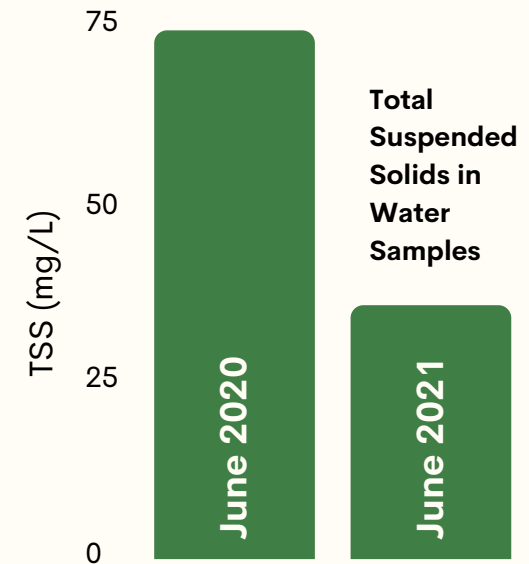


Floating Wetlands

In 2020, floating wetlands, supported by plastic and foam matrices, were installed at our UIP facility in Newsoms, Virginia. The roots of native wetland plants, suspended in the water, absorb excess nutrients that could otherwise lead to aquatic weed growth, harmful algae blooms, and fish killings. Floating wetlands provide habitats for the beneficial microbes that feed on disease-causing bacteria and viruses. In addition to improving water quality, floating wetlands provide many other benefits including:

- Food and shelter for fish, frogs, and invertebrates.
- Shade that reduces water temperatures and submerges weed growth.
- Carbon sequestering and removal of heavy metals.
- Habitat for pollinators, waterfowl, and songbirds.

Since the implementation of this project, the level of total suspended solids (TSS) found at the project site has decreased significantly, showing that floating wetlands are a viable solution to helping keep our water clean while simultaneously providing all the above ecological benefits.



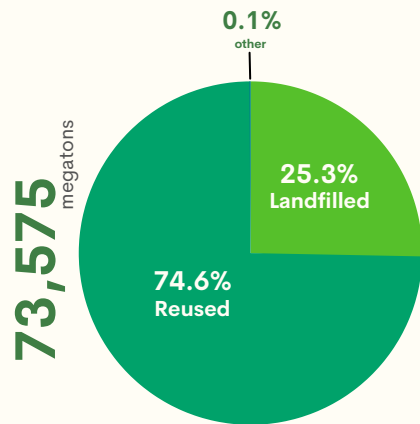
Reduction of pollutants in stormwater



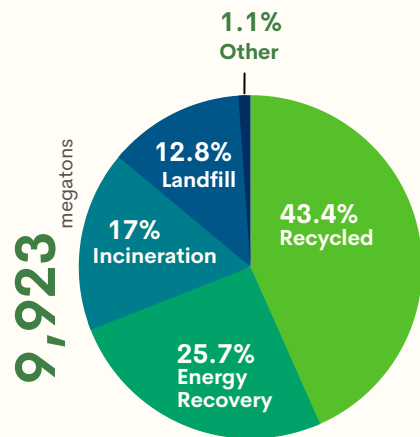
Waste and Recycling



Reduction of waste generation



2021 Non-Hazardous Waste



2021 Hazardous Waste

Production Waste Reduction

During the manufacture of creosote for our products, residual off-spec material is created. We actively work to minimize waste generation by blending the material into other tar raw material tanks prior to feeding into the distillation units. This reduces the volume of material that would otherwise have to be disposed of as waste.

Throughout 2021, we conducted our annual waste management training for all employees. We also continued to implement our waste minimization training during our onboarding process for our US coordinators and plant managers and our international SHEQ Managers.

	2020	2019	2018
Non-Hazardous Waste (MT)	73,575	153,084	373,251
Hazardous Waste (MT)	76,639	49,957	296,241

Evaluate the scope and define the issue of 'sludge' accumulation in tanks, tank cars, and treating cylinders



Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect infrastructure while preserving the environment



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

Performance Indicators

how we measure progress toward the Strategic Goal



Increase the number of products that Koppers adds to the circular economy

Material Topics

relevant to this strategic goal



Circularity



Supporting Goals

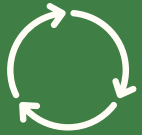
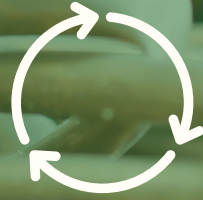
to help us achieve our target metric



- Maintain that 75% of our products, by revenue, are majority recycled/reused/renewable materials
- Monitor products that are in a cradle-to-grave life cycle
- Increase average life of treated railroad ties



Circularity



Maintain that 75% of our products, by revenue, are majority recycled/reused/renewable materials

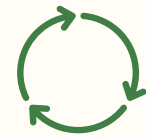
We pursue innovative solutions across our operations and value chain that enable Sustainability and contribute to the circular economy. Our business model is circular by nature, structured on the reuse of waste and scrap materials to be used in the production and treatment of railroad ties and utility poles.

When a railroad tie or utility pole reaches its end-of-life, Koppers Recovery Resources (KRR) offers services that convert wood into biomass fuel, which KRR sells to industrial boilers that produce power for industrial facilities. By converting the otherwise landfill-bound wood products into biomass fuel, KRR produces a circular energy solution that removes wood from waste streams. Additionally, KRR offers wood waste recycling where utility poles and railroad ties are reused as agricultural or building materials in applications such as fence posts, retaining walls, and pole barns.

Recycled Copper

At our Hubbell, Michigan, facility, we convert scrap copper to copper carbonate to be used in our wood preservation chemicals. Nearly 100% of the material is used, and any additional trace metals are returned to the recycling industry. In 2021, Koppers used approximately 35 million pounds of recycled copper, extending the lifespan of the treated wood materials.





Sustainable Battery Projects

Koppers has patents pending relating to advanced carbon products that will be used in the electric vehicle (EV) and lithium-ion (Li-ion) battery markets globally. The products arising from these patent applications raise the potential to enhance the electrochemical performance and extend the life of the battery, contributing to energy efficiency.

Koppers is positioned to become a key supplier of enhanced carbon products to the battery industry. This contributes to a more sustainable, circular economy as these materials are currently unavailable domestically at scale and Koppers can produce them with current byproducts of our operations.

“As the world's energy solutions continue to evolve, it remains a priority for Koppers to look for innovative ways to expand our portfolio with more sustainable end-uses for our enhanced carbon products

— Leroy Ball, CEO”



Monitor products that are in a cradle-to-grave life cycle



Repurposing Carbon Consortium

Railroad ties and wooden utility poles result in upward of 6 million tons of waste annually. In an effort to reduce this number, Koppers has joined the Repurposing Carbon Consortium with several industry partners, in collaboration with Purdue University's Center for the Environment, to research effective, economic, and sustainable high-value markets for custom biochar mixtures. Biochar is charcoal produced from organic material that retains the ability to remove carbon dioxide from the atmosphere. Spent railroad ties can be transformed into biochar via pyrolysis, the process of heating organic materials to transform them into new materials with higher value applications, such as water purification.

This research will contribute significantly to the circularity of Koppers products by illuminating potential markets for biochar.



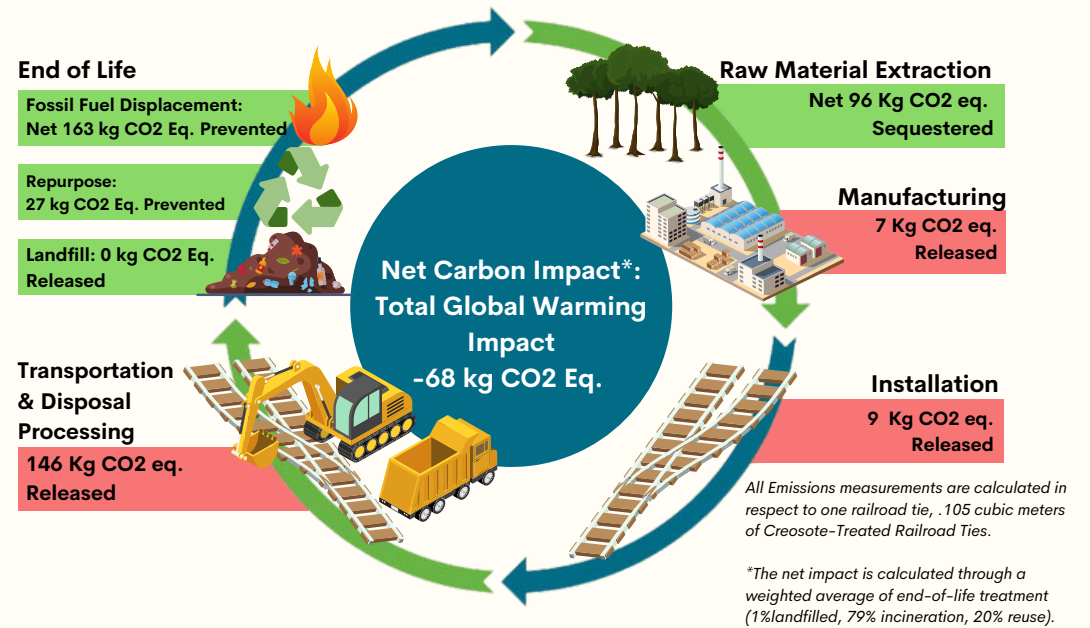
Railroad Ties Life Cycle Analysis

In 2021, we completed a cradle-to-grave environmental life cycle assessment (LCA) of our railroad tie treatment operations. The methods for the LCA were aligned to ISO14040, ISO14044, and ISO21930 (2006a, 2006b, 2017). The assessment took into account the impacts of forest operations, harvesting, transportation, preservation treatment (treated wood only), tie preparation (untreated wood only), installation, and end-of-life scenarios. Three end of life scenarios' impacts were analyzed: disposal into a landfill, using the waste as a means to displace fossil fuel (natural gas), and repurposing that avoids manufacture of concrete blocks used for landscaping.

The LCA found that the creosote treatment extends the life of the lumber from 10 years to 35 years or more. The longer life time and treatment cause the lumber to have a higher carbon displacement within the net carbon lifecycle. When analyzing the end of life scenarios for treated and untreated lumber, the treated lumber displaces more carbon emissions, having an overall lower Global Warming Potential (GWP).

Using the retired railroad ties as a means to displace fuel oil (diesel fuel) consumption comes with significant benefits when the replacement of natural gas fuel is considered. For every .105 cubic meter of tie, 163 kg CO2 emissions are prevented, which is equivalent to the annual emissions associated with 40 cars.

While cradle-to-gate LCAs may omit biogenic carbon (carbon derived from biomass, i.e., wood), we feel a cradle-to-grave approach is a more accurate representation of a product's impacts; even if those impacts are delayed. This LCA informs us of the best way to innovate our process to extend the life of a railroad tie, maintain a circular lifecycle, and reduce emissions in areas where we are emitting.



Increase average life of the treated railroad ties



Performance

Protecting shareholders while
preserving stakeholder interests

STRATEGIC GOAL



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

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



15 LIFE
ON LAND



Zero Harm: Performance



At Koppers, we aim to maximize our performance while reinforcing and championing our Zero Harm culture. We believe that Zero Harm reinforces strong economic performance and is a reason we lead the industry with our innovative products.

Our product stewardship, risk management, and product innovation all contribute to our ability to reach our Zero Harm goals. We are dedicated to achieving this mission throughout our supply chain as well, with a focus on responsible supply chain management.

Koppers business practices are constantly evolving and are emblematic of our dedication to the health and safety of our world's citizens and ecosystems. We believe in transparency and learning from the most current and comprehensive information and standards.

Stakeholders ALWAYS STRIVING to be better **PASSION**
Accountability Hard Work
Integrity
Dedication Driving
Customer and Supplier Innovative
RELATIONSHIPS SOLUTIONS Strive to exceed **EXPECTATIONS**



Strategic Goal in Focus

Strategic Goal

the over-arching goal for this section is to protect infrastructure while preserving the environment



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

Performance Indicators

how we measure progress toward the Strategic Goal



Provide transparent communication to our stakeholders regarding our financial performance and ESG efforts on an annual basis

Material Topics

relevant to this strategic goal



Financial Performance

Innovation

Product Stewardship

Responsible Supply Chain Management

Supporting Goals

to help us achieve our target metric



- \$300 Million EBITDA target for 2025
- \$600 Million Cumulative Operating Cash Flows

- Optimize our treating process through the improvement of treating times, and the efficient use of chemicals

- Enhance Koppers global chemical risk strategy

- Establish a baseline of the volume of KUIP wood purchased from suppliers who follow recognized sustainable forestry standards and practices
- Partner with supply chain vendors to evaluate and improve ESG performance in the supply chain
- Train employees to recognize the signs of modern slavery and human trafficking

Financial Performance



At Koppers, we pursue a value creation strategy centered on enhancing our product portfolio, expanding our wood-treatment capacity, optimizing our network, pursuing cradle-to-cradle solutions, strengthening our business model, and adding flexibility to our balance sheet to generate attractive returns on capital.

We take pride in the critical role our products and services play in enabling the safe transport of goods, keeping power and digital connectivity flowing, and creating spaces of enjoyment for people everywhere. In 2021, our balanced portfolio once again delivered value to our stakeholders. Our balanced portfolio is also setting us on a course to improve our profitability significantly over the next several years. Our comprehensive Sustainability strategy and our pervasive Zero Harm culture continue to serve as our foundation on this journey.

Scan here for additional financial disclosures



2021 Financial Highlights

\$1.679 billion
Record Consolidated Sales*

\$157 million
Operating Profit* (matches record year)

\$224 million
Record Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA)*

**This report refers to our 2021 financial metrics on an adjusted basis, such as adjusted EBITDA, which provide information useful to investors in understanding the underlying operational performance of our company, its business, and performance trends and facilitate comparisons between periods. The exclusion of certain items permits evaluation and a comparison of results for ongoing business operations, and it is on this basis that our management internally assesses Koppers performance.*

*Excluding Koppers (Jiangsu) Carbon Chemical Company Limited (KJCC)



Innovation



At Koppers, we know building a sustainable company and the future is dependent on constant innovation. From the development of market-leading products to the refinement of operating procedures improving safety and inclusion, innovation guides how we grow our business. Our competitive edge as a company comes from our ability to innovate and position ourselves as a leader in an increasingly Sustainability-focused economy.

R&D Innovation is overseen by our Operating Council, led by our Chief Operating Officer. Our two R&D facilities inform the Operating Council of innovation developments through their review of potential projects. The Sustainability Leadership Team's involvement ensures our R&D efforts focus on business opportunities that support our Sustainability strategy.

Partnerships

Outside collaboration is essential to successful innovation at Koppers. We partner with various research universities with expertise in areas aligned with our product and Sustainability goals to drive forward-looking solutions. Koppers team members work with various National Labs locations including Oak Ridge, USDA Forests Products Lab, and Argonne. We have collaborated with Argonne National Lab on a phytoremediation project at our Stickney, Illinois, facility. We also support various U.S. Department of Energy grants involving enhanced carbon products research from the University of Kentucky and Ohio University. Additionally, we sponsor a Ph.D. student at Michigan Technological University in the College of Forest Resources and Environmental Science pursuing innovative solutions to address the end of life of used railroad ties. Koppers also worked with students at the University of Pittsburgh to complete research on potential improvements of the wood drying process to reduce costs and energy consumption.

Research and Development

Our innovative pursuits are driven by two primary research and development (R&D) facilities. In R&D labs in Griffin, Georgia, a dedicated team of wood science professionals leads our wood technology development efforts and pioneers wood protection and enhancement chemistries.

The Koppers Global Technology Center, near our global headquarters in Pittsburgh, Pennsylvania, is the applied research facility supporting our carbon materials and commercial wood-treating operations with analytical testing services and enhanced carbon products development.

Innovative Products

The Performance Chemicals (PC) team’s innovative wood science professionals work diligently to devise new uses for wood as a replacement for other, less-sustainable materials to meet the most demanding construction needs and offer advanced wood preservation and protection against termite damage, rot, and fungal decay. Primary PC brands include MicroPro®, MicroShades®, NatureWood®, Advance Guard®, Hi-bor®, FlamePRO®, and FirePRO®.

Additionally, the Utility and Industrial Products team launched a new product called DuraClimb™ Poles. DuraClimb’s softer exterior pole surface makes it easier for a lineman’s gaffe to penetrate the pole surface. The preservative system for the poles was created in tandem with Koppers industry-leading PC R&D team. Unlike other oil-borne treated poles which can carry a distinct odor, DuraClimb poles are odor-free. Additionally, because DuraClimb poles are manufactured using a unique water and oil emulsion treatment process, the chemical molecules fixate to the wood cells, lowering the chances of chemical leaching and reducing the need for future groundline remedial treatment.

Our wide range of innovations improves both the environmental performance and safety of our products, while continuing to push the boundary of our industry in a more sustainable direction.

Scan here to learn more about the innovations in our DuraClimb™ Poles



Optimize our treatment process through the improvement of treating times, and the efficient use of chemicals





iShare Portal

Our employees are encouraged to innovate through our iShare portal, where ideas can be submitted by anyone at Koppers. Ideas can fall into three groups: ideas that further our commitment to Zero Harm; ideas for personal development growth opportunities; and ideas for process improvements/operational excellence. As our virtual innovation laboratory, iShare empowers our employees to proactively seek out areas where we can create sustainable value. When employees identify an opportunity area, they submit their idea through the portal, where it is evaluated by a dedicated, cross-functional team for their region. Promising ideas evaluated by the team are approved for implementation and allocated resources for realization.



173 ideas submitted
40% accepted
60% implemented

Koppers Idea Summit

The Koppers Idea Summit was started in 2019 with the intent to foster an environment to cultivate the most impactful ideas for Koppers to expand and optimize. The summit involves a small group of cross-functional employees working together to brainstorm and prioritize new ideas to address a particular theme that is unique to each event. The most recent Idea Summit lasted 2½ days and generated 175 ideas. Once prioritized, ideas that are created from the Idea Summit are housed in the Innovation Department for development. An idea from the last Summit resulted in the creation of a new business segment which inspects and maintains utility poles, meeting a service need between installation and end of life, thereby extending the useful life of the utility pole.





Product Stewardship



Systematic management of our portfolio of products and services to achieve long-term risk reduction for Koppers stakeholders

Across our product lines, we strive to sustainably manage each product from inception to end of life, while continuing to meet product demand. By making our products safer for both people and the planet, we in turn drive business performance and build customer and public confidence in our business.

Our product stewardship, managed by a Product Stewardship Steering Committee, meets bi-monthly to systematically manage our portfolio of products and services to achieve long-term risk reduction for Koppers stakeholders. Program experts report product stewardship developments to the Board on a quarterly basis. Topics discussed in the quarterly updates include pending regulatory requirements, key product registration, and product stewardship-related incidents.

Product Stewardship Objectives

Communicate to Internal Stakeholders

Communicate product stewardship matters to Koppers leadership and other internal stakeholders.

Monitor Emerging Risks

Monitor, evaluate, and respond to emerging issues involving our products or key raw materials.

Advocacy and Regulatory Product Support

Provide support for products and raw materials through engagement in joint consortia, trade organizations, and other groups.

Product Safety Information Management

Support all Koppers entities through the development, maintenance, and storage of product safety information and the necessary systems to communicate this information.

Assess Portfolio Risks

Assess risks in our product portfolio to determine areas of concern or data gaps and oversee the development of actions necessary to mitigate unacceptable risk.

Support our Business of Chemistry

Support all Koppers entities on matters involving product chemistry and risk in the areas of new product development, formulation changes, strategic planning, stakeholder incidents, and legal matters.

Our Approach to Product Stewardship

Three key areas — compliance, risk mitigation, and Sustainability — define our approach to product stewardship and are interwoven across our products' life cycles. Compliance is the foundation of our approach, and Safety Data Sheets (SDS) are central to our compliance efforts. Many of these publicly available SDS documents detail health, safety, and environmental information on our products and get updated as regulatory requirements change. Our global program ensures compliance with applicable chemical safety regulations, some of which include providing labels with safe handling instructions and various levels of product safety testing.

Additional compliance initiatives taken at Koppers include Responsible Care®, a hallmark initiative of the International Council of Chemical Associations (ICCA) and the American Chemistry Council (ACC), REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), and the United Nations Economic Commission recommendations for Globally Harmonized System of Classification and Labelling of Chemicals (GHS).

Beyond compliance, a robust Risk Management Policy equips Koppers to respond proactively to change and uncertainty by using risk-based approaches, enabling more effective decision-making. The policy establishes a formal risk management framework while providing an awareness of risk management throughout the organization and enabling managers to become more actively involved in the management of risk within the organization.



Product Life Cycle

Product Life Cycle has been designated a risk through the Enterprise Risk Management Process outlined above. As a result of this, we have created a holistic approach to managing product risks including a structured process from product design through phase-out, to minimize ultimate impact. Throughout the process, we monitor regulatory and legislative developments, along with emerging science trends that could impact our product stewardship.



Product Design
review a product's chemical ingredients, physical properties, and other inputs to ascertain safety before development begins

Safety Evaluation
collaborate with end-use customers to evaluate how a product is employed in their operations and determine what kinds of risks might arise as a result

Development
additional testing and validation before product launch

Pilot Assessments
customers assess how products perform under working conditions

Maturity
conduct periodic customer assessments and update our safety disclosures as circumstances require

End of Life
begin devising a plan for a safe and sustainable phase-out and retirement

Responsible Supply Chain Management



Responsible supply chain management at Koppers means partnering with suppliers who share our values and dedication to Sustainability to drive our collective success. We are committed to responsibly managing impacts across the supply networks through which we source our raw materials.

When purchasing materials for our business units, we evaluate direct suppliers on various key performance indicators (KPIs) such as safety, training, and material quality. Some business units do not officially evaluate raw material suppliers (RPS, UIP). KPC evaluates high risk suppliers for safety. Contractors are evaluated for safety and training. Suppliers that fall under the quality program are evaluated quarterly for delivery, price, and performance. KUIP tracks the volume of purchases from suppliers that have sustainable forestry initiatives. Our evaluations occur on a quarterly basis to ensure we identify issues as they arise. When we identify an issue, we develop an action plan with the supplier to quickly resolve it.

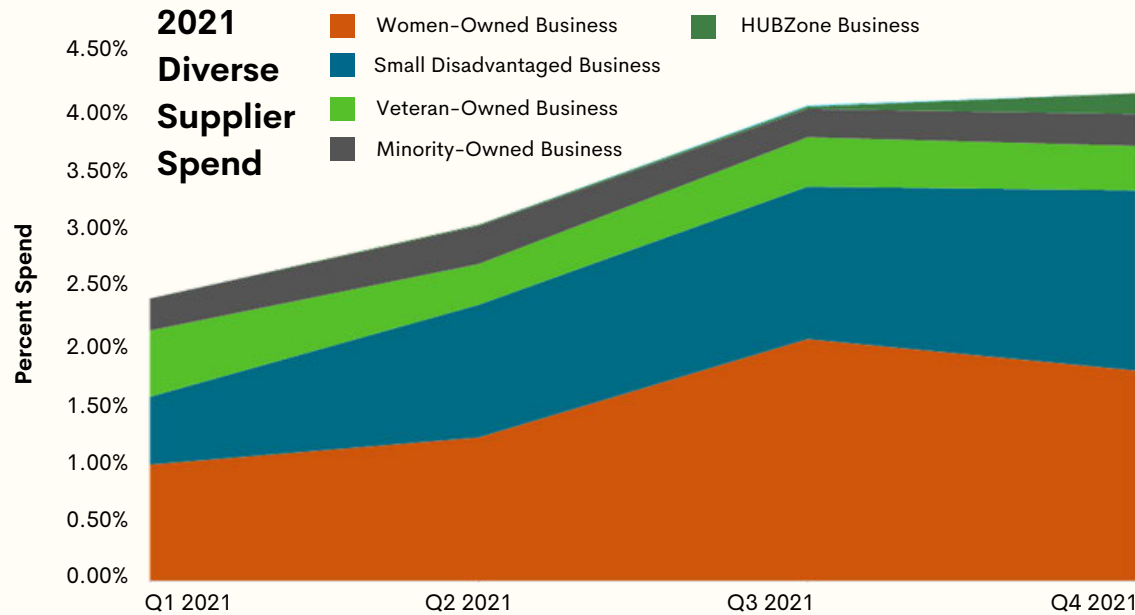
Commercial partners who do not meet the minimum qualifications or those who are found to perform below our standards may be conditionally qualified under the condition they work with us to improve their performance to attain or maintain their qualification status.



Scan here to read our Code of Conduct



Supply Chain Diversity

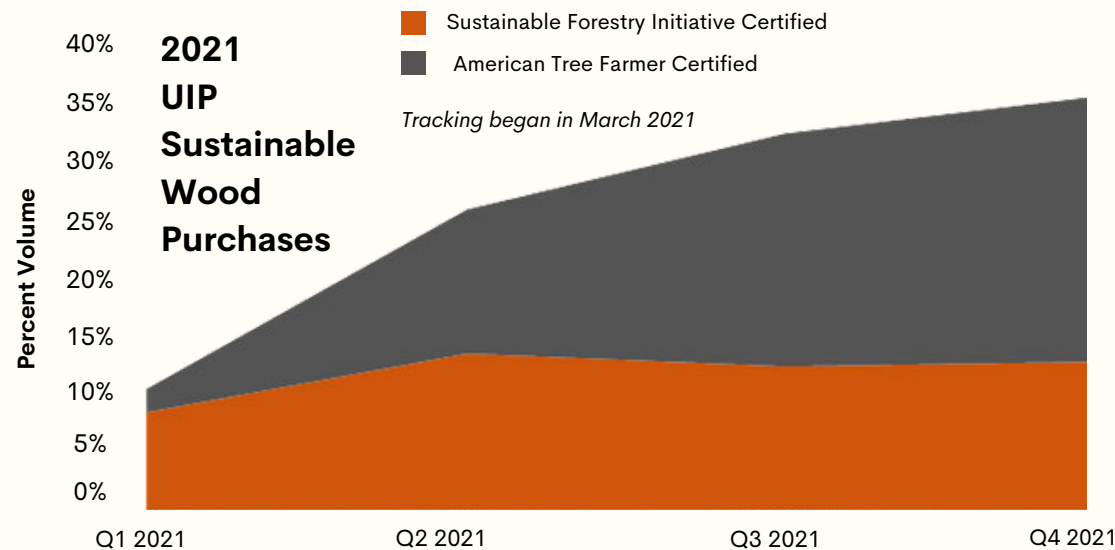


Partner with supply chain vendors to evaluate and improve ESG performance in the supply chain

In 2021, Koppers took steps to integrate supply chain diversity deeper into our operations. Partnering with supplier.io provides a platform to better track and analyze data on the amount of diverse spend. Also, supplier.io allows us to take proactive steps in expanding our diverse suppliers by searching specific material needs and identifying diverse suppliers who meet our needs.

We have begun reporting this quarterly and have built a dashboard to track this information, and a landing page for suppliers to self-report. A supplier diversity page will be launched once our new website has been launched.

Employees who are crucial to the procurement process have been trained in how to use supplier.io and have direct conversations with suppliers to gain more insight into their processes, and to capture data that we use to improve our process.



Human Trafficking Awareness

In order to play our role in preventing human trafficking and modern slavery within our supply chain, together the Supply Chain FAST Team and our legal group have integrated trainings into our annual code of conduct module trainings. These are meant to educate our employees on the signs of human trafficking and modern slavery, covering experiences inside and outside of the workplace.

The training includes two modules sent to all employees. The first module was focused on spotting signs of human trafficking in day-to-day lives, including while traveling and in public areas. The second module focused on making ethical and legal choices to prevent human trafficking and modern slavery from occurring in supply chains. All employees with Koppers emails were invited to participate in the trainings. Of those invited, 75% completed them.



Train employees to recognize the signs of modern slavery and human trafficking and enable awareness when traveling



Sustainable Forestry Procurement

We have begun tracking how much wood purchased by UIP is sourced from sustainable forestry initiative landowners. We are working to make sure that our system is consistently tracking this, raising awareness and support for this project, and setting quantitative goals to improve our sourcing.

Establish a baseline of the volume of KUIP wood purchased from suppliers who follow recognized sustainable forestry standards and practices





Appendix

Koppers Governance Structure

The Koppers Board of Directors is broadly responsible for contributing to the strategic direction and oversight of the company. The Board's duties and responsibilities include ensuring the company acts in a legal, ethical, and socially responsible manner; developing effective performance measurement systems; reviewing the company's long-term strategy; and overseeing risk management processes. The Board's ultimate goal is to maximize long-term shareholder value. The Board has five Committees:

Audit Committee: Oversees the integrity of Koppers financial statements and the appointment, compensation, and supervision of Koppers public accounting firm. Oversees Koppers compliance with legal and regulatory requirements and the performance of our internal audit function.

Management Development and Compensation Committee: Oversees the compensation of Koppers Directors and Officers and reviews and approves compensation goals and recommendations.

Nominating and Corporate Governance Committee: Identifies and recommends individuals qualified to become Directors. Develops and recommends corporate governance principles to the Board. Oversees the evaluation of the Board and the management of Koppers.

Strategy and Risk Committee: Assists the Board with long-range planning in the areas of transactions, operations, financial matters, shareholder engagement, risk management, and related matters.

Sustainability Committee: Assists the Board in its assessment of Koppers policies, programs, and performance in accordance with Koppers vision and commitment to environmental and social responsibility. Assists the Board in its assessment of the company's safety, health, environmental, and security policies, programs, and initiatives in accordance with Responsible Care® principles.

Locations by Business Segment

Headquarters

Pittsburgh, Pennsylvania
North Sydney, Australia

Carbon Materials and Chemicals

Nyborg, Denmark
Uithoorn, The Netherlands
Mayfield, New South Wales, Australia
Stickney, Illinois

Performance Chemicals

Australia Operations
United Kingdom Operations
New Zealand Operations
Griffin, Georgia
Hubbell, Michigan
Millington, Tennessee
Rock Hill, South Carolina

Railroad and Utility Products and Services

Ashcroft, British Columbia, Canada
Overland Park, Kansas
Denver, Colorado
Queen City, Texas
Florence, South Carolina
Galesburg, Illinois
Guthrie, Kentucky
Huntington, West Virginia
L'Anse, Michigan
North Little Rock, Arkansas
Orange, Texas
Madison, Wisconsin
Roanoke, Virginia
Somerville, Texas
Montgomery, Pennsylvania
Vance, Alabama
Vidalia, Georgia

Research and Technology

Pittsburgh, Pennsylvania

Utility and Industrial Products

Chauncey, Georgia
Eutawville, South Carolina
Fulton, Alabama
Hainesport, New Jersey
Leland, North Carolina
Newsoms, Virginia
Sweetwater, Tennessee
Valdosta, Georgia
Vance, Alabama

Wood Products

Bunbury, Western Australia
Grafton, New South Wales, Australia
Longford, Tasmania, Australia
Takura, Queensland, Australia

For additional information about
our locations, see our [website](#).

Affiliations and Involvement

- American Chemistry Council
- American National Standards Institute (ANSI)
- Accredited Standards Committee O5 — American National Standards for Wood Utility Poles
- American Railway Engineering and Maintenance of Way Association
- American Short Line and Regional Railroad Association
- American Society for Testing and Materials
- American Wood Protection Association
- Australian Forest Products Association
- British Woodworking Federation
- Canadian Wood Preservation Association
- Coal Chemicals Sector Group (EU)
- Creosote Council Europe, Creosote Council III
- Engineered Wood Products Association
- European Chemical Industry Council
- European Institute for Wood Preservation
- Finnish Wood Preserving Association
- Forest Industries Federation Western Australia
- Forest Products Research Society
- German Wood Preserving Association
- GoRail (Go-21)
- National Railroad Construction & Maintenance Association
- Nordic Fire-Retardant Association
- Nordic Wood Protection Association
- North American Maintenance Railway Club
- North American Wood Pole Coalition
- Pacific Power Association, Railway Tie Association
- Railway Association of Canada
- Royal Warrant Holders Association
- Society of American Foresters
- Southern Pressure Treaters Association
- Structural Timber Association
- Swedish Wood Preserving Association
- The Mineral Metals and Materials Society
- Timber Industry Federation/Timber Preservation Council
- Timber New South Wales
- Timber Preservative Manufacturers Association
- Timber Preservers Association of Australia
- Timber Queensland
- Timber Research and Development Association
- Timber Trade Industry Association
- Treated Wood Council
- UK Forest Products Association
- Western Timber Trade Association
- Western Wood Preservers Institute
- Wood for Good
- Wood Preservation Canada
- Wood Processors and Manufacturers Association, Wood Protection Association

GRI Disclosures

GRI 2: General Disclosures 2021

2-1 Organizational details: Legal Name	Koppers Holding Inc.
2-1 Organizational details: Nature of ownership and legal form	Publicly traded company
2-1 Organizational details: Headquarters location	436 Seventh Avenue, Pittsburgh, Pennsylvania 15219-1800
2-1 Organizational details: Countries of operation	Locations by Business Segment, Pg: 80
2-2 Entities included in the organization's sustainability reporting	We operate three principal business segments: Railroad and Utility Products and Services ("RUPS"), Performance Chemicals ("PC"), and Carbon Materials and Chemicals ("CMC"). More information can be found in Contributing to a More Sustainable World, Pgs: 6-7.
2-3 Reporting period, frequency and contact point	The reporting period is January 1, 2021 through December 31, 2021. The Sustainability Report is published annually and covers the same reporting period as the annual financial report. Any need for contact can be directed to Leslie Hyde, Chief Sustainability Officer; Contact: sustainability@koppers.com.
2-4 Restatements of information	There were no restatements of information in 2021.
2-5 External assurance	Koppers is not seeking assurance for this year's Sustainability report.
2-6 Activities, value chain and other business relationships	Koppers is a market-leading, integrated global provider of treated wood products, wood treatment chemicals and carbon compounds serving essential infrastructure markets, including the aluminum, railroad, specialty chemical, utility, rubber, steel, residential lumber, and agriculture industries. More information can be found within About our Company, Pg: 4, and Contributing to a More Sustainable World, Pgs: 6-7.

GRI Disclosures

GRI 2: General Disclosures 2021

2-7 Employees	Employees, Pg: 31
2-8 Workers who are not employees	This is not applicable to Koppers; our third party temporary hiring company tracks this information.
2-9 Governance structure and composition	<p>The Board is composed of eight Directors, seven of whom are independent, including the Chairman. The Board has five Committees and the Board serves on these Committees: Audit; Management Development and Compensation; Nominating and Corporate Governance; Strategy and Risk; and Sustainability. All Directors serving on the Audit, Management Development and Compensation, and Nominating and Corporate Governance Committees are independent in accordance with independence standards and applicable laws and regulations, including the listing standards of the New York Stock Exchange. Each Committee's charter outlines its purpose, authority, and duties. Each Committee reviews its charter annually.</p> <p>More information can be found within the 2021 Sustainability Report on Pg: 79 and within the 2021 Proxy Report on Pgs: 18-23: 8.</p>
2-10 Nomination and selection of the highest governance body	The Nominating and Corporate Governance Committee seeks to elect Director candidates from diverse educational and professional experiences and backgrounds. Potential candidates are evaluated by the Committee for their broad-based business skills and experiences, prominence and reputation in their profession, long-term interests, and personal integrity. The Board elects Directors annually. All Directors, excluding Koppers CEO, elected after August 2, 2017, are limited to serving 15-year terms. More information can be found within our 2021 Proxy Statement, Pg: 28.
2-11 Chair of the highest governance body	Mr. Stephen R. Tritch, one of our independent Directors, is currently the Chairman of our Board and the lead independent Director for executive sessions.

GRI Disclosures

GRI 2: General Disclosures 2021

2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance at Koppers, Pg: 14
2-13 Delegation of responsibility for managing impacts	Sustainability Governance at Koppers, Pg: 14
2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance at Koppers, Pg: 14
2-15 Conflicts of interest	Stakeholder Engagement and Communication, Pg: 9
2-16 Communication of critical concerns	Stakeholder Engagement and Communication, Pg: 9
2-17 Collective knowledge of the highest governance body	Sustainability Governance at Koppers, Pg: 14
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Strengths and Leadership, Pg: 10

GRI Disclosures

GRI 2: General Disclosures 2021

2-19 Remuneration policies

The Committee believes that the company's compensation policies and practices do not create risks that are reasonably likely to have a material adverse effect on the company. The Committee has designed a total compensation package with features that it believes will mitigate the risks associated with compensation policies and practices including: Our compensation programs provide a reasonable balance between annual and long-term performance, with a significant portion of compensation being delivered in the form of long-term incentives; annual cash incentives are determined based on the company's performance; the Committee has the ability to modify annual cash incentives earned to reflect the quality of the company's financial performance, individual performance, and other factors that should influence compensation; the long-term incentive program focuses participants on longer-term stock price appreciation; and Executives are subject to stock ownership requirements that encourage a long-term perspective and ensure that the interests of executive officers are closely aligned with shareholders. More information can be found within our 2021 Proxy Statement, Pgs: 24-34.

2-20 Process to determine remuneration

Through the course of our compensation-setting process: The independent members of our Board make CEO compensation decisions, based on the recommendation of the Committee; the independent members of the Board make compensation decisions regarding the other NEOs, based on the recommendation of the Committee and the CEO; and The Committee is advised by an independent compensation consultant. More information can be found within our 2021 Proxy Statement, Pgs: 24-34.

2-21 Annual total compensation ratio

For 2021 the ratio of the annual total compensation of Leroy M. Ball, our President and Chief Executive Officer, to the annual total compensation of our median employee was 57 to 1. More information can be found within our 2021 Proxy Statement, Pg: 47.

2-22 Statement on sustainable development strategy

A message from our Chief Executive Officer, Pg: 1.

GRI Disclosures

GRI 2: General Disclosures 2021

2-23 Policy commitments	We comply with all laws concerning freedom of association, privacy, collective bargaining, immigration, working time, and wages, as well as laws prohibiting forced, compulsory, and child labor, human trafficking, and employment discrimination. Our commitment to policies regarding human rights can be found within our Code of Conduct on Pg: 14. Our commitment to these policies is communicated via the Code of Conduct to our employees.
2-24 Embedding policy commitments	Policy commitments are overseen by our Policy Committee, a cross functional committee run by general counsel. The Committee oversees the approval, updating, and communication of policies. Communications are sent to all employees and include a description of the policy and the impact the policy has within the organization. Select policies are implemented with training; all policies are available on the Koppers Intranet.
2-25 Processes to remediate negative impacts	Corporate Governance Strengths and Leadership, Pg: 10.
2-26 Mechanisms for seeking advice and raising concerns	We encourage all employees who observe a potential ethics issue from any party — whether Koppers employees, including management, or visitors or contractors working for Koppers — to report their observations to the appropriate management personnel. Employees can also use the Koppers ComplianceLine or our third-party email reporting system to report observed ethics issues 24 hours a day, 7 days a week. To make a report use the anonymous email reporting system: http://www.mycompliancereport.com/brand/koppers .
2-27 Compliance with laws and regulations	Our operations and properties are subject to extensive federal, state, local, and foreign environmental laws and regulations relating to protection of the environment and human health and safety, including those concerning the treatment, storage, and disposal of wastes, the investigation and remediation of contaminated soil and groundwater, the discharge of effluents into waterways, and the emission of substances into the air, as well as various health and safety matters. More information can be found within our 2021 10K Form, Pg:17. Instances for which fines were incurred: 1 Instances for which non-monetary sanctions were incurred: 0

GRI Disclosures

GRI 2: General Disclosures 2021

2-28 Membership associations	American Chemistry Council, American National Standards Institute (ANSI), Accredited Standards Committee O5 — American National Standards for Wood Utility Poles, American Railway Engineering and Maintenance of Way Association, American Short Line and Regional Railroad Association, American Society for Testing and Materials, American Wood Protection Association, Australian Forest Products Association, British Woodworking Federation, Canadian Wood Preservation Association, Coal Chemicals Sector Group (EU), Creosote Council Europe, Creosote Council III, Engineered Wood Products Association, European Chemical Industry Council, European Institute for Wood Preservation, Finnish Wood Preserving Association, Forest Industries Federation Western Australia, Forest Products Research Society, German Wood Preserving Association, GoRail (Go-21), National Railroad Construction & Maintenance Association, Nordic Fire-Retardant Association, Nordic Wood Protection Association, North American Maintenance Railway Club, North American Wood Pole Coalition, Pacific Power Association, Railway Tie Association, Railway Association of Canada, Royal Warrant Holders Association, Society of American Foresters, Southern Pressure Treaters Association, Structural Timber Association, Swedish Wood Preserving Association, The Mineral Metals and Materials Society, Timber Industry Federation/Timber Preservation Council, Timber New South Wales, Timber Preservative Manufacturers Association, Timber Preservers Association of Australia, Timber Queensland, Timber Research and Development Association, Timber Trade Industry Association, Treated Wood Council, UK Forest Products Association, Western Timber Trade Association, Western Wood Preservers Institute, Wood for Good, Wood Preservation Canada, Wood Processors and Manufacturers Association, Wood Protection Association
2-29 Approach to stakeholder engagement	Stakeholder Engagement and Communication, Pg: 9
2-30 Collective bargaining agreements	25% of our employees are covered by collective bargaining agreements. More information can be found in the 2021 Form 10-K, Pg: 10.

GRI Disclosures

GRI 3: Material Topics 2021

3-1 Process to determine material topics

Koppers Material Topics, Pg: 8

3-2 List of material topics

Public Health and Safety, Occupational Health and Safety, Talent Attraction and Retention, Inclusion and Diversity, Community Engagement, Circularity, Environmental Performance and Regulatory Compliance, Climate Change and Greenhouse Gas Emissions, Financial Performance, Innovation, Product Stewardship, Responsible Supply Chain Management

GRI 201: Economic Performance 2016

3-3 Management of material topics

Financial Performance, Pg: 67

201-1 Direct economic value generated and distributed

2021 Annual Report, Pg: 2

In Millions:

Direct economic value generated: \$1,713.4

Revenue: \$1,678.6

Gain of sale of assets: \$31.2

Other income: \$3.6

Economic value distributed: \$1,717.9

Operating costs: \$1,313.8

Employee wages and benefits: \$179.6

Payments to providers of capital: \$40.5

Taxes paid: \$39.0

Economic value retained: \$145

GRI Disclosures

GRI 3: Material Topics 2021

201-2 Financial implications and other risks and opportunities due to climate change

Climate Change and Greenhouse Gas Emissions, Pgs: 49-53
2021 Form 10-K, Pg: 45

201-3 Defined benefit plan obligations and other retirement plans

We maintain a number of defined benefit and defined contribution plans to provide retirement benefits for employees in the United States, as well as employees outside the United States. These plans are maintained and contributions are made in accordance with the Employee Retirement Income Security Act of 1974 (ERISA), local statutory law, or as determined by the Board of Directors. The defined benefit pension plans generally provide benefits based upon years of service and compensation. Pension plans are funded except for three domestic non-qualified defined benefit pension plans for certain key executives. More information can be found in the 2021 Form 10-K, Pgs: 11 and 74.

201-4 Financial assistance received from government

There is no government ownership within our company and we do not receive any direct support from the government or special incentives. If we do receive a tax credit, it is something that is stipulated in the tax law and is available to any company.

GRI 204: Procurement Practices 2016

3-3 Management of material topics

Responsible Supply Chain Management, Pgs: 74-76

204-1 Proportion of spending on local suppliers

Due to tracking suppliers based on billing information not on source of product, we currently are unable to track the locality of suppliers.

GRI Disclosures

GRI 3: Material Topics 2021

GRI 301: Materials 2016

3-3 Management of material topics	Product Stewardship, Pgs: 71-73 Innovation, Pgs: 68-70 Responsible Supply Chain Management, Pgs: 74-76
301-1 Materials used by weight or volume	7,708,290 MT
301-2 Recycled input materials used	158,381 MT
301-3 Reclaimed products and their packaging materials	Our railroad ties are reclaimed after their end of life. 79% are sent for fossil fuel displacement and 20% for repurposing.

GRI 302: Energy 2016

3-3 Management of material topics	Climate Change and Greenhouse Gas Emissions, Pgs: 49-53
302-1 Energy consumption within the organization	Our total consumption is 4,197,544 GJ, 1,134,323 GJ are from renewable sources and 2,622,611 GJ are from non-renewable sources. More information can be found within Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.
302-2 Energy consumption outside of the organization	593,154 GJ. More information can be found within Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.
302-3 Energy intensity	0.002500622 GJ/ US Dollar

GRI Disclosures

GRI 3: Material Topics 2021

302-4 Reduction of energy consumption	Koppers experienced an increase in energy consumption by 70269 GJ in 2021. More information can be found in Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.
302-5 Reductions in energy requirements of products and services	Climate Change and Greenhouse Gas Emissions, Pgs: 49-53

GRI 303: Water and Effluents 2018

3-3 Management of material topics	Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59
303-1 Interactions with water as a shared resource	Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59
303-2 Management of water discharge-related impacts	Environmental Performance and Environmental Regulatory Compliance, Pg: 56
303-3 Water withdrawal	5,261 ML. More information can be found in Environmental Performance and Environmental Regulatory Compliance, Pg: 56.
303-4 Water discharge	5,672 ML. More information can be found in Environmental Performance and Environmental Regulatory Compliance, Pg: 56.
303-5 Water consumption	Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59

GRI 305: Emissions 2016

3-3 Management of material topics	Climate Change and Greenhouse Gas Emissions, Pgs: 49-53
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GRI Disclosures

GRI 3: Material Topics 2021

305-1 Direct (Scope 1) GHG emissions	345,488 (MT CO2e). More information can be found in Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.
305-2 Energy indirect (Scope 2) GHG emissions	82,581 (MT CO2e). More information can be found in Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.
305-3 Other indirect (Scope 3) GHG emissions	Currently Koppers does not track Scope 3 GHG emissions.
305-4 GHG emissions intensity	Koppers direct GHG Emissions is 0.000255015 (MT CO2e)/US Dollar.
305-5 Reduction of GHG emissions	Climate Change and Greenhouse Gas Emissions, Pgs: 49-53
305-6 Emissions of ozone-depleting substances (ODS)	Based on USEPA's list of ODS there were no ODS emission in 2021.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOX (excluding N2O): 224 tons SOX: 200 tons Volatile Organic Compounds (VOCs): 11 tons

GRI 306: Waste 2020

3-3 Management of material topics	Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59
306-1 Waste generation and significant waste-related impacts	Our most significant waste impact is the disposal of hazardous waste. More information can be found in Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59.
306-2 Management of significant waste-related impacts	In order to minimize our impact from the hazardous waste, it is mandated that hazardous waste is incinerated to divert it from landfills. More information can be found in Environmental Performance and Environmental Regulatory Compliance, Pgs: 55-59.

GRI Disclosures

GRI 3: Material Topics 2021

306-3 Waste generated	92,015 metric tons. More information can be found within Environmental Performance and Regulatory Compliance, Pg 59.
306-4 Waste diverted from disposal	65,212 metric tons of waste are diverted from disposal, of that 6,036 metric tons are hazardous materials. More information can be found within Environmental Performance and Regulatory Compliance, Pg 59.
306-5 Waste directed to disposal	26,803 metric tons of waste are directed to disposal, of that 3,887 metric tons are hazardous materials. More information can be found within Environmental Performance and Regulatory Compliance, Pg 59.

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topics	Responsible Supply Chain Management, Pgs: 74-76
308-1 New suppliers that were screened using environmental criteria	No new suppliers were screened for environmental criteria in 2021.
308-2 Negative environmental impacts in the supply chain and actions taken	Commercial partners who do not meet the minimum qualifications or those who are found to perform below our standards may be conditionally qualified under the condition they work with us to improve their performance to attain or maintain their qualification status.

GRI Disclosures

GRI 3: Material Topics 2021

GRI 401: Employment 2016

3-3 Management of material topics

Talent Attraction and Retention, Pgs: 33-37

401-1 New employee hires and employee turnover

Employee New Hires by Age

Under 30 years old: 140

30-50 years old: 146

Over 50 years old: 60

Employee Turnover by Age

Under 30 years old: 8%

30-50 years old: 8.60%

Over 50 years old: 6%

Employee New Hires by Gender

Female: 43

Male: 283

Undisclosed: 20

Employee Turnover by Gender

Female: 2%

Male: 21%

Undisclosed: 1%

Employee New Hires by Region

U.S.: 296

Global: 50

Employee Turnover by Region

U.S.: 21%

Global: 3%

More information can be found within Talent Attraction and Retention, Pg: 33.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Currently Koppers offers the following benefits to full-time employees: Medical, Dental, Vision, Optional Life Insurance, Optional Accidental Death & Dismemberment Insurance, Health Savings Account (HSA), Flexible Spending Accounts (FSA) —(Medical Care Flexible Spending Accounts and Dependent Care Flexible Spending Accounts), Prepaid Legal Insurance, Identity Theft Protection, Mass Transportation Fringe Benefit, Accident Insurance, Critical Illness Insurance, TransAmerica Universal Life with a Living Benefit Rider for Long Term Care Needs.

Koppers also provides these benefits at no cost to employees: Life Insurance, Accidental Death & Dismemberment (AD&D) Coverage, Long Term Disability (LTD), Employee Assistance Program (EAP), Short Term Disability (Salary Continuance), Student Loan Refinancing, and LifeMatters Resources.

GRI Disclosures

GRI 3: Material Topics 2021

401-3 Parental leave	<p>Employees Entitled to Parental Leave by Gender Female: 222 Male: 1446 Undisclosed: 6</p> <p>Employees who took Parental Leave and Returned to Work Female: 3 Male: 11</p> <p>Return to Work and Retention Rate of Employees Who Took Parental Leave Female: 100% Male: 100%</p>	<p>Employees who took Parental Leave by Gender Female: 3 Male: 11</p> <p>Employees Who Took Parental Leave and Were Still Employed 12 Months after Return by Gender Female: 3 Male: 11</p>
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GRI 403: Occupational Health and Safety 2018

3-3 Management of material topics	Occupational Health and Safety, Pgs: 22-28
403-1 Occupational health and safety management system	Zero Harm: People, Pg: 19 Occupational Health and Safety, Pgs: 22-28
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, Pgs: 22-28
403-3 Occupational health services	Occupational Health and Safety, Pgs: 22-28
403-4 Worker participation, consultation, and communication on occupational health and safety	Our Commitment to Zero Harm, Pgs: 12

GRI Disclosures

GRI 3: Material Topics 2021

403-5 Worker training on occupational health and safety	Occupational Health and Safety, Pgs: 22-28
403-6 Promotion of worker health	Occupational Health and Safety, Pgs: 22-28
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Pgs: 22-28
403-8 Workers covered by an occupational health and safety management system	Only temporary employees are covered by a health and safety management system. The temporary hiring agency that we utilize monitors this data.
403-9 Work-related injuries	67 recordable injuries for employees, 3.06 TRIR for employees, 5 Recordable injuries for non-employees. More information can be found within Health and Safety Highlights, Pg: 27.
403-10 Work-related ill health	There were 0 work related illnesses of employees at Koppers in 2021.

GRI 404: Training and Education 2016

3-3 Management of material topics	Talent Attraction and Retention, Pgs: 33-37
404-1 Average hours of training per year per employee	The average hours of training per employee, regardless of gender, is 35 hours. More information can be found within Talent Attraction and Retention, Pg: 37.
404-2 Programs for upgrading employee skills and transition assistance programs	Talent Attraction and Retention, Pgs: 33-37
404-3 Percentage of employees receiving regular performance and career development reviews	100% of employees are eligible for regular performance reviews. More information can be found within Professional Development, Pg: 34.

GRI Disclosures

GRI 3: Material Topics 2021

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topics	Inclusion & Diversity, Pgs: 38-41	
405-1 Diversity of governance bodies and employees	Inclusion & Diversity, Pg: 41	
405-2 Ratio of basic salary and remuneration of women to men	Under 30 years old: 1.19 30-50 years old: 1.13 Over 50 years old: 1.08 Australia/New Zealand: 0.94 China: 2.31 Europe: 0.68 North America: 1.16 South America: 0.14	American Indian or Alaska Native (Not Hispanic or Latino) (USA): 1.94 Asian (Not Hispanic or Latino) (USA): 0.76 Black or African American (Not Hispanic or Latino) (USA): 1.12 Hispanic or Latino (USA): 1.30 White (Not Hispanic or Latino) (USA): 1.03 Decline to State (Australia): 1.09 Decline to State (Denmark): 0.89 Decline to State (Netherlands): 0.41 White – British (United Kingdom): 0.79 Undisclosed: 0.91

GRI 413: Local Communities 2016

3-3 Management of material topics	Community Engagement, Pgs: 43-45
413-1 Operations with local community engagement, impact assessments, and development programs	89% of our operations have local community engagement, impact assessments, and development programs.

GRI Disclosures

GRI 3: Material Topics 2021

413-2 Operations with significant actual and potential negative impacts on local communities

Koppers operates in all locations with the goal of Zero Harm and zero negative impacts. We are not currently aware of any potential negative impacts on local communities but we encourage reporting of potential concerns from our employees and contractors as well as the community.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topics

Responsible Supply Chain Management, Pg: 74

414-1 New suppliers that were screened using social criteria

No new suppliers were screened for social criteria in 2021.

414-2 Negative social impacts in the supply chain and actions taken

Commercial partners who do not meet the minimum qualifications or those who are found to perform below our standards may be conditionally qualified under the condition they work with us to improve their performance to attain or maintain their qualification status.

GRI 416: Customer Health and Safety 2016

3-3 Management of material topics

Public Health and Safety, Pg: 29

416-1 Assessment of the health and safety impacts of product and service categories

Public Health and Safety, Pg: 29

100% of significant product and service categories for which health and safety impacts are assessed for improvement. In 2021, we aimed to complete and did complete our first major product category (Phthalic Anhydride) risk assessment.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Public Health and Safety, Pg: 29

United Nation Sustainable Development Goals

Good Health and Well-Being



Description: We contribute to ensuring healthy lives and promoting well-being for all at all ages through our Zero Harm culture and health and wellness programs.

Target 3.5: Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol

Target 3.6: By 2020, halve the number of global deaths and injuries from road traffic accidents

Target 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

Material Topics: Occupational Health and Safety, and Public Health and Safety

Applicable GRI Disclosures: 403-6b, 403-9a, 403-9b, 403-9c, 305-1, 305-2, 305-3, 305-6a, 305-7, 306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-3b, 306-3c, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d, 403-9b, 403-9c, 403-10

Found on Pages: 22-29, 45, 74

Quality Education



Description: We contribute to ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all by providing our employees with the educational opportunities they need to succeed and supporting and mentoring students during their educational journeys.

Target 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Target 4.6: By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy

Material Topics: Talent Attraction and Retention, and Community Engagement

Applicable GRI Disclosures: 404-1a

Found on Pages: 36-37, 44

United Nation Sustainable Development Goals

Gender Equality



Description: We contribute to achieving gender equality and empowering all women and girls through our work to build an inclusive and diverse workforce where all of our employees feel engaged, included and valued.

Target 5.1: End all forms of discrimination against all women and girls everywhere

Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Material Topics: Inclusion and Diversity

Applicable GRI Disclosures: 102-22a, 102-24, 202-1, 401-1, 401-3, 404-1a, 404-3a, 405-1, 405-2a, 406-1, 408-1a, 409-1a, 414-1a, 414-2

Found on Pages: 38-41

United Nation Sustainable Development Goals

Affordable and Clean Energy



Description: We contribute to ensuring access to affordable, reliable, sustainable and modern energy for all through our focus on reducing our energy consumption, incorporating renewables into our energy mix and supporting sustainable energy infrastructure.

- Target 7.1:** By 2030, ensure universal access to affordable, reliable and modern energy services
- Target 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix
- Target 7.3:** By 2030, double the global rate of improvement in energy efficiency
- Target 7.a:** By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology
- Target 7.b:** By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support

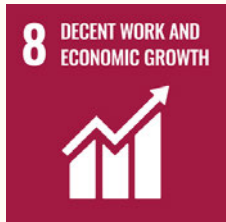
Material Topics: Environmental Performance and Regulatory Compliance

Applicable GRI Disclosures: 302-1, 302-2, 302-2a, 302-3a, 302-4a, 302-5a

Found on Pages: 49-51

United Nation Sustainable Development Goals

Decent Work and Economic Growth



Description: We promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. Our circular economy solutions decouple economic growth from environmental degradation and our people-focused pursuits keep employees safe and position them for success.

Target 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Material Topics: Occupational Health and Safety, Talent Attraction and Retention, Inclusion and Diversity, and Financial Performance

Applicable GRI Disclosures: 102-8a, 102-8b, 102-8c, 102-8d, 102-41a, 202-1, 202-2a, 203-2, 301-1a, 301-2a, 301-3, 302-1, 302-2a, 302-3a, 302-4a, 302-5a, 306-2a, 401-1, 401-2a, 401-3, 402-1, 403-1a, 403-1b, 403-2a, 403-2b, 403-2c, 403-2d, 403-3a,, 403-4a, 403-4b, 403-5a, 403-7a, 403-8, 403-9, 403-10, 404-1a, 404-2, 404-3a, 405-1, 405-2b, 406-1, 407-1, 408-1, 409-1, 409-1b, 414-1a, 414-2

Found on Pages: 22-24, 26-27, 31-37, 67, 74-76

United Nation Sustainable Development Goals

Sustainable Cities and Communities



Description: We contribute to making cities and human settlements inclusive, safe, resilient and sustainable by reducing our environmental impacts and supporting our local communities through philanthropy and volunteering for a variety of causes.

Target 11.4: Strengthen efforts to protect and safeguard the world's cultural and natural heritage

Target 11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

Material Topics: Community Engagement and Environmental Performance and Regulatory Compliance

Applicable GRI Disclosures: 306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d

Found on Pages: 43-45, 55-59

United Nation Sustainable Development Goals

Responsible Consumption and Production



Description: We utilize waste, scrap and renewable materials to produce circular-focused products, such as railroad ties and utility poles, which contribute to sustainable consumption and production patterns.

Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources

Target 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Target 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities

Material Topics: Circularity, Responsible Supply Chain Management, and Product Stewardship

Applicable GRI Disclosures: 301-1a, 301-2a, 301-3a, 302-1, 302-2a, 302-3a, 302-4a, 302-5a, 303-1a, 303-1c, 305-1, 305-2, 305-3, 305-6a, 305-7, 306-1, 306-2a, 306-2b, 306-2c, 306-3a, 306-3b, 306-3c, 306-4a, 306-4b, 306-4c, 306-4d, 306-5a, 306-5b, 306-5c, 306-5d

Found on Pages: 61-63, 68-76

United Nation Sustainable Development Goals

Climate Action



Description: We are evaluating opportunities to combat climate change and its impacts through reduction of our GHG emissions and increase of our facilities' resilience and adaptive capacity relative to climate-related hazards.

Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Target 13.2: Integrate climate change measures into national policies, strategies and planning

Material Topics: Climate Change/Greenhouse Gas Emissions

Applicable GRI Disclosures: 201-2a, 302-1, 302-2a, 302-3a, 302-4a, 302-5a, 305-1, 305-2, 305-3, 305-4a, 305-5a

Found on Pages: 49-53

Life on Land



Description: We support life on land by operating our facilities in a safe and environmentally responsible manner and seeking out opportunities to improve our footprint. One such example is our pilot floating wetland project, which helps to better manage stormwater impacts to freshwater ecosystems.

Target 15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements

Target 15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

Material Topics: Environmental Performance and Regulatory Compliance

Applicable GRI Disclosures: 304-1a, 304-1a, 304-2, 304-3, 304-4a, 306-3a, 306-3b, 306-3c, 306-5a

Found on Pages: 56-58, 76

SASB Disclosures

Greenhouse Gas Emissions

RT-CH-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations

Our total Scope 1 Emissions are 345,488 Mt Co2e, 0% covered under emissions-limiting regulations. More information can be found within Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.

RT-CH-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets

In 2007, we established our baseline GHG emissions inventory. In the 13 years since then, we have been continuously building on energy efficiency improvements, emission reduction projects, and renewable energy implementation to reduce our Scope 1 and Scope 2 emissions. In 2021, we have seen a 48.2% reduction in GHG emissions over our 2007 baseline.

Koppers Australia was presented with tangible pathways with practical projects that can be implemented to achieve a range of 2030 emissions reduction targets. The outcomes from this study informed discussion at the global corporate level around setting a firm emissions reduction target for 2030.

For more information on Koppers strategy to reduce emissions please see Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.

Air Quality

RT-CH-120a.1: Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)

NOX (excluding N2O): 224 tons
SOX: 200 tons
Volatile Organic Compounds (VOCs): 11 tons
Hazardous Air Pollutants (HAPs): 104 tons

Energy Management

RT-CH-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy

Total energy consumed: 4,197,544 GJ
Percentage grid electricity: 593,154 GJ
Percentage renewable: 1,134,323 GJ
Total self-generated energy: Not applicable

More information can be found in Climate Change and Greenhouse Gas Emissions, Pgs: 49-53.

SASB Disclosures

Water Management

RT-CH-140a.1: (1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

Total water withdrawn: 5898 m³; Total water consumed: 411 m³

We are currently baselining the percent of water that is sourced from high or extremely high baseline water stress. More information can be found in Environmental Performance and Regulatory Compliance, Pg: 56.

RT-CH-140a.2: Number of incidents of non-compliance associated with water quality permits, standards, and regulations

11 Incidents. More information can be found in Environmental Performance and Regulatory Compliance, Pg: 55

RT-CH-140a.3: Description of water management risks and discussion of strategies and practices to mitigate those risks

Potential water pollutants are identified via process knowledge and chemistry of raw materials and end products, as well as testing for specific and general pollutants by certified labs using recognized testing methods.

In support of our Zero Harm philosophy and ISO/RC14001 management system, we have implemented and continually improve the following: a comprehensive spill control and prevention program, adoption and adaptation of existing and newly developed best management practices, and evaluation of existing product formulations and alternative products to further reduce/eliminate release impacts through market research and R&D projects.

For more information on Koppers strategy to reduce emissions please see Environmental Performance, Pgs: 49-53.

Hazardous Waste Management

RT-CH-150a.1: Amount of hazardous waste generated, percentage recycled

9,923 Metric tons of hazardous waste generated, 43% recycled. More information can be found in Environmental Performance and Regulatory Compliance, Pg: 59.

SASB Disclosures

Community Relations

RT-CH-210a.1: Discussion of engagement processes to manage risks and opportunities associated with community interests

We have established a Community Advisory Panel (CAP) as a first point of contact for communities surrounding some of our facilities. The CAP members meet with facility managers and company representatives on a regular basis to discuss matters of mutual interest. Through these connections, we have developed a direct channel of engagement for building strong partnerships to support the growth and development of both Koppers and our local communities. More information can be found within Community Engagement, Pgs: 43-45.

Workforce Health and Safety

RT-CH-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

Direct Employees
TRIR: 3.06
Fatality rate: 0

Contract Employees
TRIR: The temporary hiring agency that we utilize monitors this data.
Fatality rate: 0

More information can be found in the Health and Safety Highlights, Pg: 27.

RT-CH-320a.2: Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks

All Koppers facilities under go a Comprehensive Industrial Hygiene Monitoring Assessment on a triennial schedule. As needed IH monitoring is conducted between Comprehensive IH Assessments. Thorough investigations, corrective actions, and follow-up monitoring are completed for all samples above the applicable worker protection standard.

Annual audiometric testing is completed to assess employees for hearing loss that are exposed to high noise environments. Hearing Conservation Programs, hearing protection, and noise reducing engineering controls are implemented as appropriate to reduce exposure to employees.

SASB Disclosures

Product Design and Use-phase Efficiency

RT-CH-410a.1: Revenue from products designed for usephase resource efficiency

62% of Koppers chemicals portfolio by revenue are from products that are designed to increase resource efficiency during their use-phase.

Safety and Environmental Stewardship of Chemicals

RT-CH-410b.1: (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment

>96% of Koppers chemicals portfolio by revenue has been evaluated to determine the percentage of products containing Globally Harmonized System of Classification and Labeling of Chemicals Category 1 and 2 Hazardous Substances. Currently, hazard risk assessments are complete for >82% of Koppers chemicals portfolio by revenue.

RT-CH-410b.2: Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact

Koppers participates in The European Union's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program. Under REACH, Koppers gathers information on the properties of our chemical substances, which will enable their safe handling, and registers the information in the European Chemicals Agency's central database.

Any products that are found to include chemicals of concerns are sent to the R&D department to be examined and redesigned to include alternatives to the chemicals of concern.

More information can be found within Product Stewardship, Pgs: 71-73.

Genetically Modified Organisms

RT-CH-410c.1: Percentage of products by revenue that contain genetically modified organisms (GMOs)

Not Applicable

SASB Disclosures

Management of the Legal and Regulatory Environment

RT-CH-530a.1: Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

Our operations and properties are subject to extensive federal, state, local, and foreign environmental laws and regulations relating to protection of the environment and human health and safety, including those concerning the treatment, storage, and disposal of wastes, the investigation and remediation of contaminated soil and groundwater, the discharge of effluents into waterways, and the emission of substances into the air, as well as various health and safety matters. More information can be found within our 2021 10K Form, Pg:17.

Operational Safety, Emergency Preparedness and Response

RT-CH-540a.1: Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)

Process Safety Incidents Count (PSIC): 4
Process Safety Total Incident Rate (PSTIR): 0.63
Process Safety Incident Severity Rate (PSISR): 3.45

RT-CH-540a.2: Number of transport incidents

Koppers had 0 transportation incidents in 2021.

General Accounting Metric Disclosures

RT-CH-000.A: Production by reportable segment

Railroad and Utility Products and Services: \$729.9 Million
Performance Chemicals: \$503.3 Million
Carbon Materials and Chemicals: \$445.4 Million

More information can be found in our Annual Report, Pg: 35.