

BUILDING A BETTER TOMORROW

PEOPLE PASSION PERFORM PROTECT



READ THE REPORT
[JM.COM/SUSTAINABILITY](https://jm.com/sustainability)

2025 OPERATIONS

\$4.5 Billion
2025 REVENUE

41 MANUFACTURING
FACILITIES

7,900 GLOBAL
EMPLOYEES

KEY MARKETS WE SERVE

Aerospace

Appliance

Automotive & Transportation

Building Interiors

Carpet & Flooring

Consumer Goods

Climate Risk Assessment

Energy

Healthcare

HVAC

Air & Liquid Filtration

Industrial Pipe & Equipment

Infrastructure

Residential Construction

GOVERNANCE

JM's governance framework is built around accountability, transparency and long-term value creation.

ETHICS & COMPLIANCE

- 93% of manufacturing facilities are ISO 14001 certified
- All employees complete annual Code of Conduct, data privacy, cybersecurity and anti-corruption training
- Anonymous reporting hotline backed by a strict non-retaliation policy

DATA PRIVACY & CYBERSECURITY

- ISO 27001 certified for customer-facing operations
- 94/100 Security Scorecard rating, consistently outperforming industry average
- Mandatory quarterly cybersecurity training and phishing simulations for all employees

RISK MANAGEMENT & OPERATIONAL RESILIENCE

- Business continuity plans and impact analyses for climate, supply chain, cybersecurity and geopolitical risks at all facilities
- Third-party risk management includes due diligence, risk tiering, contract reviews, ongoing monitoring and clear governance roles

AWARDS

- FILTREX 2025 Innovation Award
- Theodore H. Brodie Distinguished Safety Platinum Award 2023 and 2024, National Insulation Association
- Industrial Pretreatment Award for Outstanding Operations: Etowah, Tenn. Plant, 2025
- Lowe's 2025 Vendor of the Year Award

PRODUCT CERTIFICATIONS



WHAT WE MAKE

JM solutions deliver energy savings, durability and design flexibility in the buildings we work in and the infrastructure we rely on every day – supporting better outcomes for people and the planet. Explore how some of our products are used in everyday applications, and discover even more in our interactive product landscape.



2025 HIGHLIGHTS

Following the 2020 announcement of our 2025 sustainability goals, JM has made meaningful progress and is proud of the results achieved to date.

CARBON EMISSIONS

▼ **18%** **REDUCTION IN SCOPE 1 & 2 EMISSIONS¹**
Compared to 2017 baseline

CIRCULARITY

2.14 Billion lbs **OF EXTERNAL RECYCLED MATERIAL**

Utilized in JM products from 2021-2025

SAFETY

▼ **67%** **DECREASE IN SERIOUS INJURIES³**
In 2025 compared to 2024

COMMUNITY ENGAGEMENT

2,300+ **JMERS VOLUNTEERED**

To support the people and places where they live and work

84% **OF JM FACILITIES**
Participated in community events

83 **COMMUNITY EVENTS**
Held in 2025

~\$400,000
DONATED IN 2025

¹ Scope 1 & 2 Emissions, location-based (tCO₂e)

² Waste Intensity (lbs waste / lb produced)

³ JM defines a serious injury as one that would require reporting to OSHA under 29 CFR 1910.39, regardless whether it occurs within the U.S.

⁴ Total Case Incident Rate (TCIR): Number of injuries and illnesses x 200,000/employee hours worked

WASTE

▼ **7.5%** **REDUCTION IN WASTE INTENSITY²**
In 2025 compared to 2020

12% reduction in cumulative waste intensity from 2021-2025

LEARNING & DEVELOPMENT

129 **JM MENTORS**
129 mentors registered to support 68 mentees in their career growth

2030 GOALS

Building on the success of the previous five years, we continue to focus on improvement and impact. Our 2030 Goals were identified through collaborative stakeholder engagement across the company.

PEOPLE



WE ARE PEOPLE CHAMPIONS

Our employees and customers are at the core of everything we do. We strive to see the world through their eyes.

ZERO SERIOUS INJURIES

#1 BE AN EMPLOYER OF CHOICE



HEALTH & WELLNESS

Maintain contemporary health and wellness offerings

PASSION



OUR PASSION IS IN GOING THE EXTRA MILE

We pursue fresh ideas and embrace new approaches to elevate how we work and deliver value.

100% OF JM LOCATIONS
Participate in community giving and volunteering annually



STRATEGIC ADOPTION OF INNOVATIVE SOLUTIONS

Deliver high-performing solutions while positively impacting the environment, human health and safety

PERFORM



WE PERFORM AT A SUPERIOR LEVEL

We are committed to delivering profitable growth and a sustainable competitive advantage.



PRODUCT CERTIFICATIONS

Increase the number of JM products with environmental or health certifications each year



SUPPLIER ENGAGEMENT

Routine collaboration with key suppliers to identify their sustainability efforts that strengthen our own performance

PROTECT



WE PROTECT TODAY TO ENSURE TOMORROW

Protecting our customers, employees, families and the world around us is our responsibility.

▼40%

REDUCTION IN SCOPE 1 & 2 EMISSIONS

By 2030 from 2017 baseline

▼30%

REDUCTION IN SCOPE 3 EMISSIONS

By 2030 from 2017 baseline

▼10%

REDUCTION IN WASTE INTENSITY

By 2030 from 2025 baseline



REDUCE WATER INTENSITY

Of our operations with a focus on facilities in water-scarce regions



REDUCE VIRGIN NATURAL RESOURCES INTENSITY

In our products annually