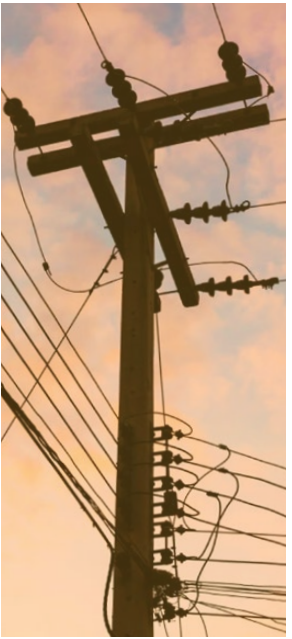
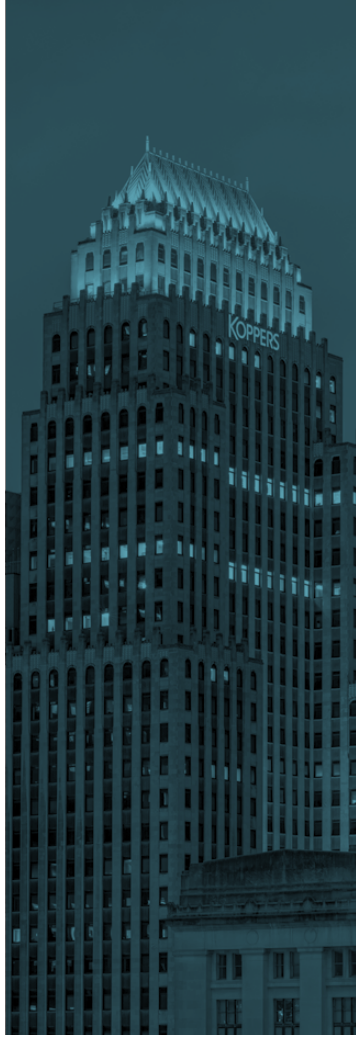
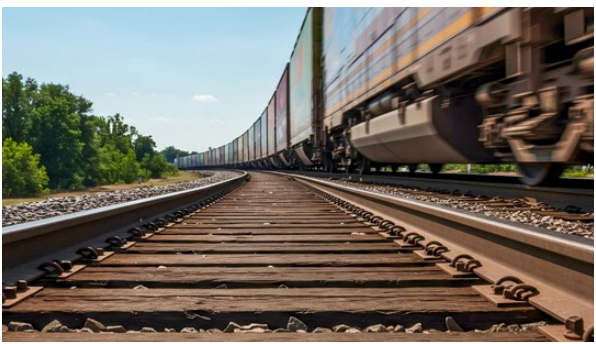




2025 SUSTAINABILITY REPORT



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Click section headers to quickly move to the section you want to view.

For optimal viewing, open this report using Adobe Acrobat Reader.

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LETTER FROM **CHIEF EXECUTIVE OFFICER & CHAIR**

Over the last six years, the Koppers team has worked with intention to embed Sustainability into our core business processes. This disciplined approach has positioned us to better respond to market dynamics, regulatory changes and evolving customer expectations, while supporting long-term resilience amid our continued evolution. We are proud of the meaningful progress we've made, built on the foundation of our values, People, Planet and Performance.

This report highlights our 2025 achievements and introduces our 2030 Sustainability Strategy, including updated greenhouse gas (GHG) reduction targets.

Our sustainability efforts are closely aligned with Koppers broader strategic plan to heighten competitiveness, improve operational efficiency, and strengthen risk management in a complex economy. Initiatives such as our multi-year Catalyst transformation are helping us improve processes and technologies while reinforcing our broader sustainability objectives.

We believe our solid foundation, along with an ambitious and targeted 2030 Sustainability Strategy, will enable us to build a stronger, more adaptable Koppers — one that is well-positioned to deliver sustainable growth and contribute positively to the communities we serve.

Thank you for your interest in Koppers sustainability performance.

Sincerely,



Leroy M. Ball

Chief Executive Officer & Chair



LETTER FROM **CHIEF SUSTAINABILITY OFFICER**



In addition to taking a look back at our 2025 accomplishments, Koppers is pleased to introduce the framework for our refreshed 2030 Sustainability Strategy, a significant step forward in our commitment to responsible growth and long-term value creation. This strategy provides a clear, structured approach to advancing our business in a lower-carbon economy, supporting enduring performance rooted in sustainability.

Aligned with our values of People, Planet, and Performance, the 2030 strategy focuses on four key areas — Our People; Climate & Energy; Products; and Supply Chain — and reflects our most significant impacts, risks, and opportunities. The strategy is informed by benchmarking, external ratings, and evolving stakeholder expectations and establishes clear and focused priorities. This approach enables a more coordinated, measurable sustainability program that supports business objectives and continuous improvement through 2030.

We will continue to invest in governance, data, and management systems to support more reliable tracking, clearer accountability, and better integration of sustainability considerations into business planning and risk management. Additionally, we are looking forward with an increased focus on identifying and managing material risks, such as climate, safety, and supply chain exposures, while also positioning the company to capture opportunities in efficiency, innovation, customer requirements, and transparent reporting.

Our objective remains to continuously refine our sustainability approach as insights develop and external expectations evolve, supporting responsible and resilient long-term growth.

Sincerely,

Stephanie Apostolou

Chief Legal and Sustainability Officer and Secretary

HIGHLIGHTS

2025 Awards & Recognition



Named to Newsweek's "America's Most Responsible Companies" list for the sixth consecutive year

Reflects strong corporate responsibility and ESG performance



Named to USA Today's America's Climate Leaders list for a third consecutive year

Recognizes companies' efforts to reduce greenhouse gas emissions



Named to the Pittsburgh Post-Gazette's list of Top Workplaces for the 8th consecutive year

Recognizes the company's strong workplace culture and employee engagement



Named one of TIME's Best Mid-Size Companies

Based on employee satisfaction, revenue growth, and sustainability transparency



EcoVadis Silver medal and score increase

Score increased by 11 points moving us from the 76th percentile to the 88th percentile in rankings globally

KPIs

2.07

Total Recordable Incident Rate, a new all-time best



PEOPLE

14% of employees participated in ERGs in 2025, more than double from 2024

PLANET

Lowest Scope 1 and 2 GHG emissions since tracking began in 2007

PERFORMANCE

39% of wood purchased in the UIP segment is from certified sustainably managed forests, the highest since tracking began

4+ Years in a row with no Product Safety recalls

ABOUT KOPPERS

Koppers is an integrated global provider of essential treated wood products, wood preservation technologies and carbon compounds. Our team of 1,850 employees create, protect and preserve key elements of our global infrastructure – including railroad crossties, utility poles, outdoor wooden structures, and production feedstocks for steel, aluminum and construction materials, among others. We take pride in the critical role Koppers plays in everyday life to enable the safe transport of people and goods, keep power flowing, and create outdoor spaces of enjoyment.

Driven by our purpose of Protecting What Matters and Preserving The Future, we achieve success by maintaining a commitment to the people we serve, the planet we share, and the performance of our industry-leading products and services.

Headquartered in Pittsburgh, PA, our footprint spans several continents, including North America, South America, Australasia, and Europe.

MISSION

Advancing Infrastructure Through Safer, Stronger, More Sustainable Solutions.

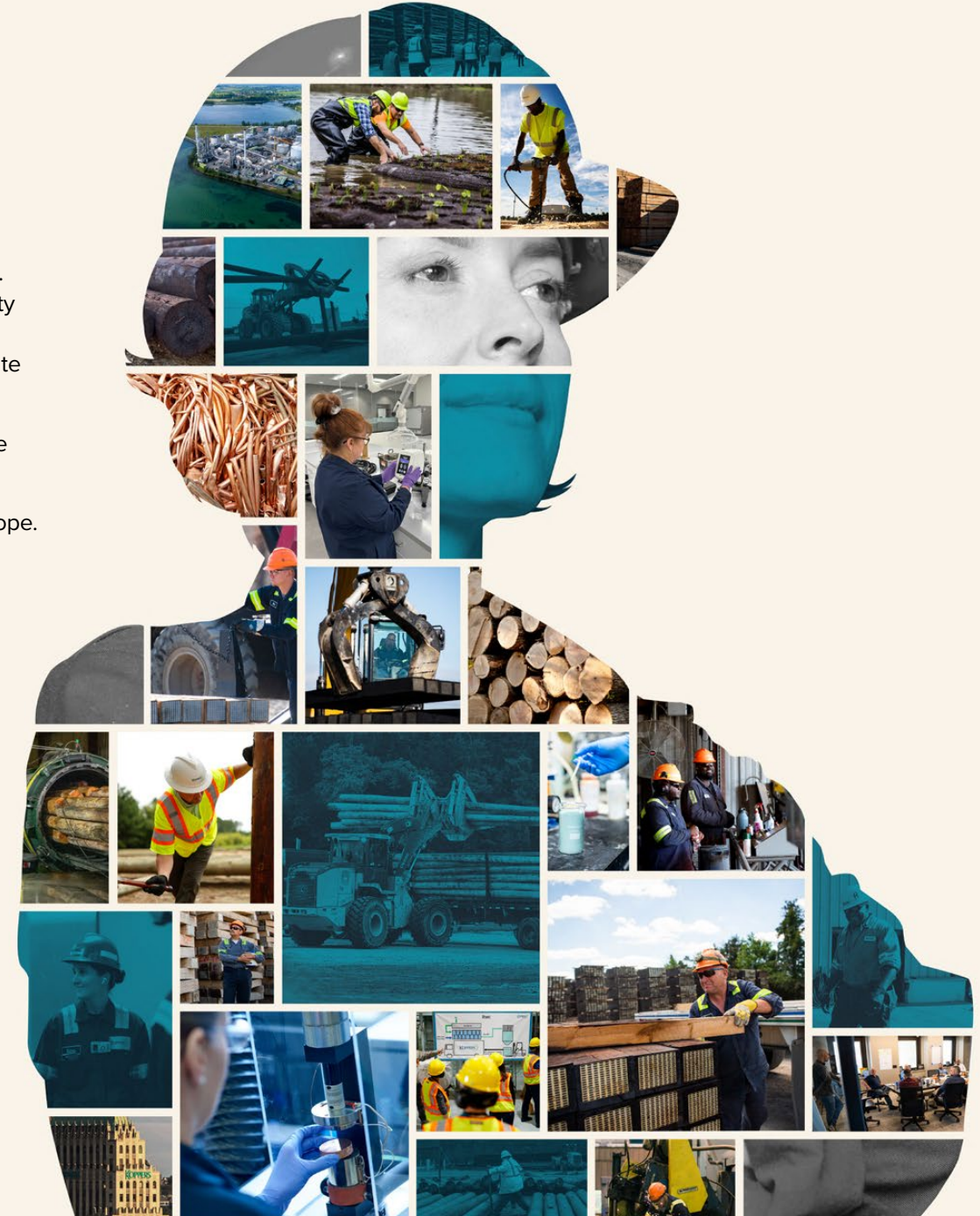
VISION

Creating the Foundation for a Connected World.

VALUES

-  **We Value People:** At Koppers, how you treat people matters.
-  **We Value the Planet:** At Koppers, taking care of our planet matters.
-  **We Value Performance:** At Koppers, results matter.

For more information about Koppers, visit our [website](#) and our [Annual Report](#).



BUSINESS UNITS

Our business units are vertically integrated, allowing for surety of certain raw materials, value-chain flexibility, and the ability to maximize efficiency.

Railroad & Utility Products and Services (RUPS)

At Koppers, we help build and preserve critical railroad infrastructure for safe and efficient transportation of goods and people around the globe. Our lifecycle management approach begins with identifying materials that can be sustainably sourced, when possible, and includes treating wood rail products, producing rail accessories, and offering recovery solutions for end-of-life cross ties. Koppers also plays an integral role in maintaining the electrical grid, telephone, and cable communications networks by manufacturing pressure-treated wood utility poles and crossarms, conducting pole inspection and maintenance, as well as offering critical storm response services. Additionally, we have expertise in structural wood pilings used in deep foundation systems, along with heavy civil and marine construction projects.

RUPS is inclusive of Utility and Industrial Products (UIP) in the U.S., Railroad Products and Services (RPS) in North America, and Koppers Wood Products (KWP) in Australia.



Performance Chemicals (PC)

Koppers is the global leader in the development and supply of wood preservative systems and technologies that extend the life and durability of wood. Koppers employs a world-class research and development team and offers customers engineering and technical guidance as well as marketing services. We are proud of the role our products play in enhancing the performance of wood used in residential decking, fencing, commercial construction, utility poles, and agricultural and marine applications.

Carbon Materials and Chemicals (CMC)

Koppers utilizes industrial byproducts and intermediates as critical production feedstocks and manufactures inputs for everyday products worldwide. Our carbon products are essential to the production of primary aluminum and recycled steel.

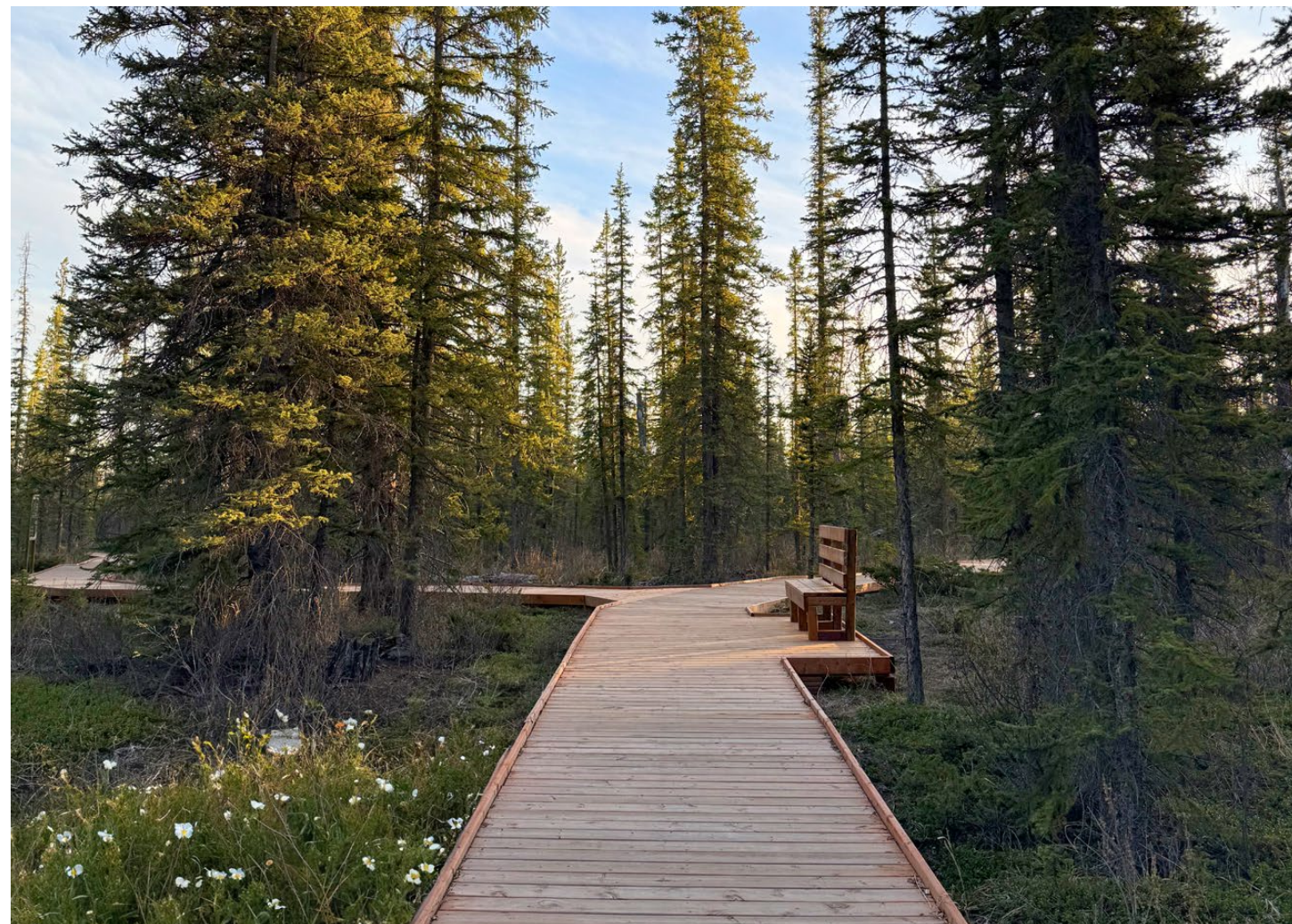
ABOUT THIS REPORT

We are proud to present our 2025 Corporate Sustainability Report. This annual report showcases our continued progress in advancing our sustainability goals. Our report is organized first by our values: People, Planet, and Performance; then by the material topics that align with those values. Unless otherwise noted or the context otherwise requires, the term Koppers, Koppers Holdings, the company, we, our, or us refers to Koppers Holdings Inc. and its consolidated subsidiaries.

Koppers reports in accordance with the Global Reporting Initiative (GRI) Standards for the period January 1-December 31, 2025. This reporting period aligns with the company’s financial reporting year and includes additional disclosures for the Sustainability Accounting Standards Board (SASB) for the chemicals industry and United Nations Sustainable Development Goals (SDG) reporting frameworks. For the first time, our annual sustainability report partially applies the International Financial Report Standards Sustainability Disclosure Standards (IFRS S2) as issued by the International Sustainability Standards Board (ISSB). Koppers is working towards reporting to IFRS S1 Sustainability Disclosure Standards in the future. Our sustainability reporting includes all Koppers operations and aligns with the scope reported in our [Annual Report](#).

Certain statements in this report are “forward-looking statements” based on management’s views regarding future events and assumptions and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied. The forward-looking statements contained in this report speak only as of the date of publication of this report and the company does not assume any obligation to update them except as required by law.

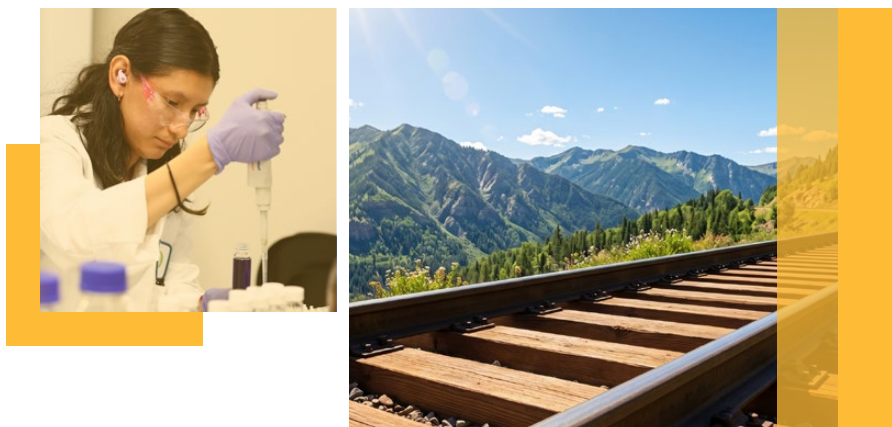
Questions and comments can be directed to Heath Huschak, VP, Risk Management and Sustainability, at SustainabilityTeam@koppers.com.



Materiality

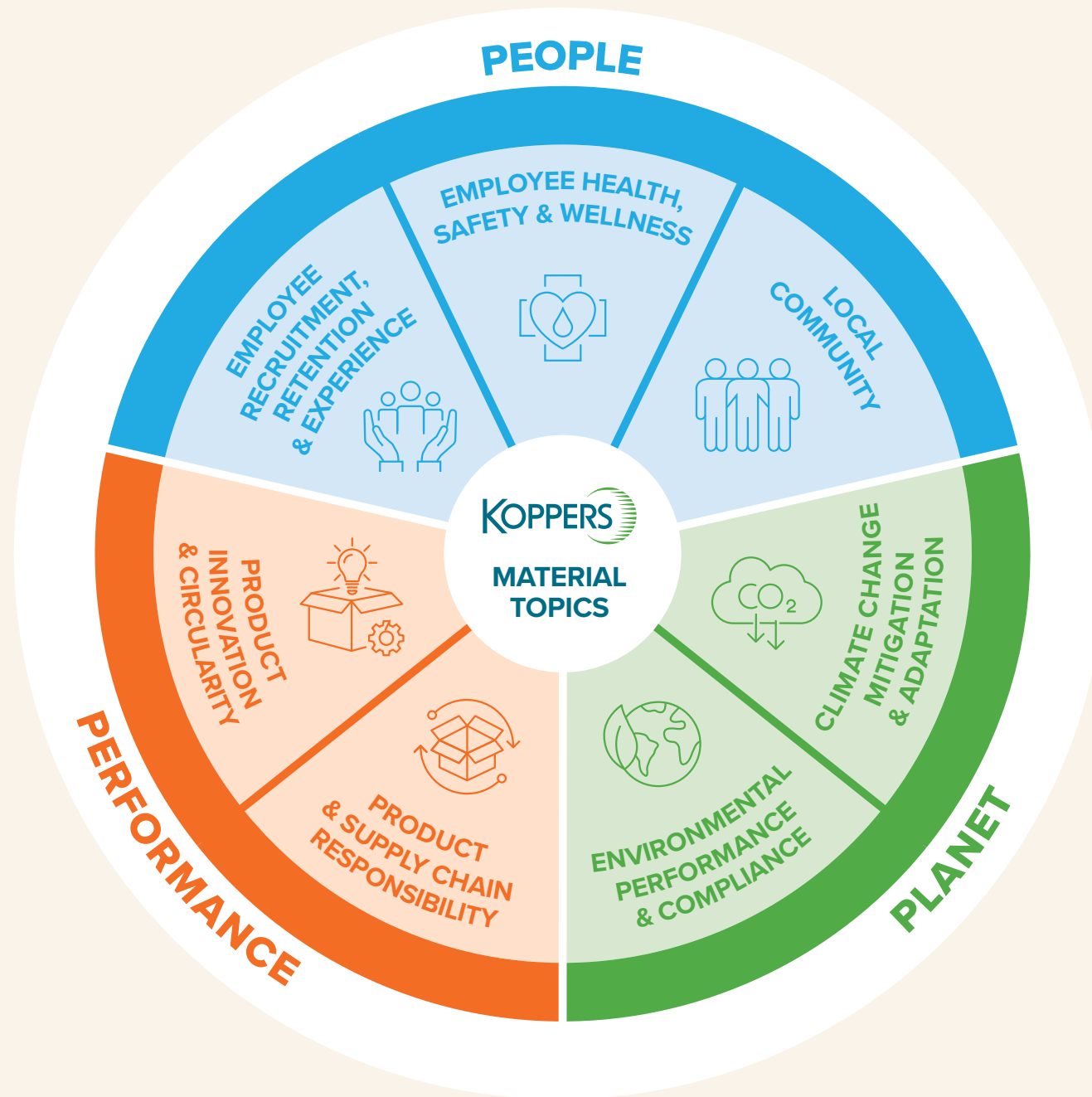
In defining our approach to sustainability and the content of this report, we use a methodology that considers both the sustainability topics that are the most financially relevant to Koppers as well as those that have the greatest impact on our stakeholders (such as employees, customers, investors, community members, and others).

We use a range of inputs to develop these topics, including the financially material risks defined in our 10-K, our customer relationships, engagement with investors, research on our industry, partnerships with third-party experts, dialogue with our communities, and more. In 2023, we conducted a detailed assessment of our sustainability-related impacts, risks, and opportunities. We update this assessment regularly and there were no significant changes in 2025.



Regulatory Sustainability Reporting

We evaluate our compliance requirements with proposed and final rulemakings in various jurisdictions to inform our program preparation activities and timelines. This preparation often consists of regulation review, trade organization engagement and other mechanisms to understand how requirements might affect our operations, planning or information disclosures.



SUSTAINABILITY GOVERNANCE

2030 Sustainability Strategy

Koppers is thrilled to unveil the framework for our refreshed 2030 Sustainability Strategy, marking a major step forward in the company’s commitment to responsible growth and long-term value creation. Our 2030 Sustainability Strategy establishes a clear and structured framework to support the ongoing business strategy and guide long-term performance in a lower-carbon economy.

The strategy aligns with our core values of People, Planet, and Performance and centers on four focus areas: Our People; Climate & Energy; Products; and Supply Chain. These focus areas reflect our most significant sustainability impacts and risks, as well as opportunities to support operational efficiency, innovation, and stakeholder expectations. The strategy provides a consistent enterprise-wide approach for integrating sustainability considerations into business planning and decision-making. Our 2030 outcome goals are expected to stay consistent for the duration of the strategy. In the event that we achieve any specific target before 2030, we may reset individual targets to strive for continuous improvement.

Furthermore, the adoption of the 2030 Sustainability Strategy establishes clear priorities, defined focus areas, and a longer-term planning horizon. Our strategy was shaped by benchmarking peer practices, evaluating our performance against external ratings and rankings, and identifying where sustainability initiatives can create business value, such as meeting customer requirements, capturing market opportunities, and addressing regulatory and compliance needs. As a result, the supporting Sustainability Program is positioned to move beyond discrete initiatives toward more coordinated, measurable actions aligned with business objectives and continuous improvement through 2030.

By 2030

OUR PEOPLE

Prepare for the workforce of the future while prioritizing our employees’ well-being

GOALS:

- Increase internal job advancements by 20%, compared to our baseline in 2025.
- 30% of salaried workforce to have completed Individual Development Plans.
- Increase employee participation in wellness programs by 20%, compared to our baseline in 2025.
- Achieve a Koppers global safety Total Recordable Incident Rate (TRIR) that is 45% lower than our weighted industry average.¹

CLIMATE & ENERGY

Commit to long-term energy efficiency and decarbonization journey

GOALS:

- Reduce non-biogenic scope 1 and 2 emissions by 20% compared to our 2024 base year.²
- Continue to assess and report on Scope 3 emissions while identifying, communicating, and implementing reduction opportunities.
- Complete corporate climate risk assessment and implement improvements where necessary.

PRODUCTS

Embed sustainability into R&D; Identify solutions for Life Cycle Management

GOALS:

- Publish Life Cycle Analysis (LCA) / Environmental Product Declarations (EPD) for 50% of product lines with \$50M or greater in global annual sales.
- Enable the quantification of sustainability impacts of new and modified products.
- Pursue regulatory / governmental actions that provide solutions for treated wood end-of-life problems.

SUPPLY CHAIN

Create a robust Responsible Procurement program

GOALS:

- Assess 80% of our existing suppliers with recurring spend of >\$2M for sustainability initiatives and risks.

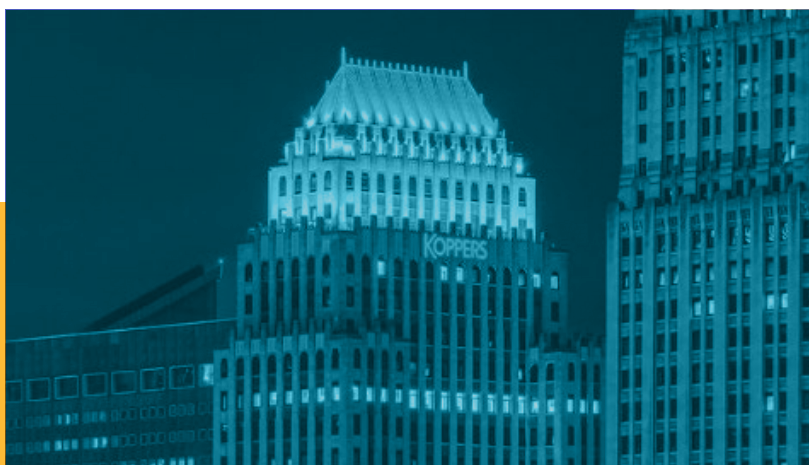
1. The weighted industry average Total Recordable Incident Rate (TRIR) is calculated using U.S. Bureau of Labor Statistics (BLS) injury and illness data for the applicable North American Industry Classification System (NAICS) codes in which Koppers operates. Industry TRIRs are weighted based on the proportion of total Koppers work hours attributable to each NAICS classification, providing a composite benchmark that reflects the company’s operational footprint across industries.

2. In alignment with the GHG Protocol’s definition of scope 1 emissions, the 2030 reduction goal excludes biogenic-derived emissions.

STRUCTURE AND COMPOSITION

Our governance structure engages leaders and subject matter experts across the organization to support the implementation and oversight of our Sustainability Program. In support of the 2030 Sustainability Strategy, the governance model was refreshed to strengthen alignment with enterprise priorities, streamline decision-making, and reinforce accountability for long-term performance. This refresh also integrates elements of the company’s broader enterprise strategy into sustainability governance where appropriate. Oversight begins with the Board of Directors and Executive Council and extends through management committees and functional teams responsible for execution.

The **Board of Directors** provides oversight of Koppers Sustainability Strategy, policies, programs, and performance, including the review of material sustainability and climate-related risks and opportunities as part of the company’s broader governance and reporting processes.

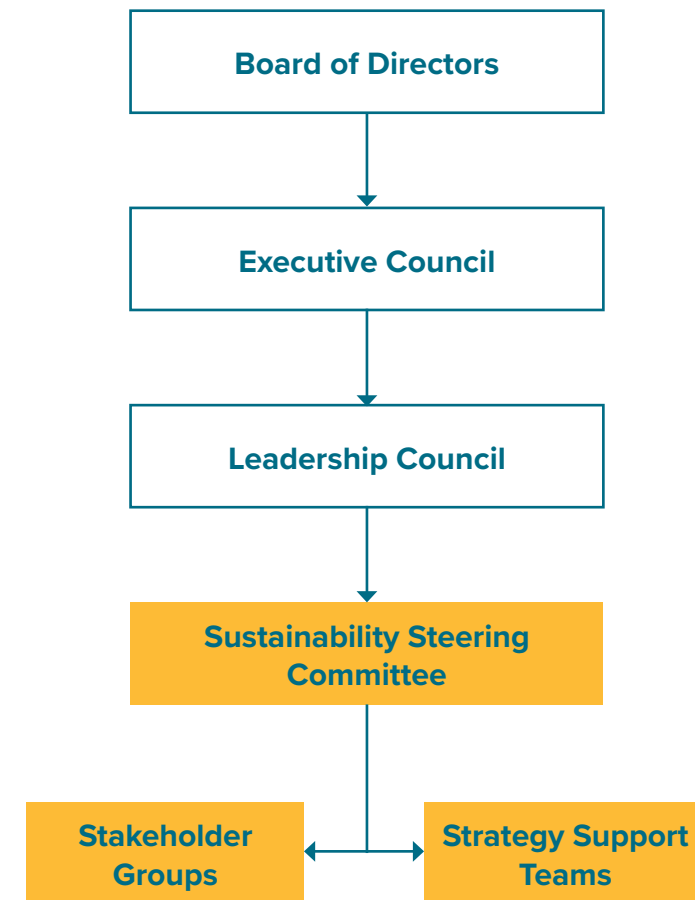


The **Leadership Council** is responsible for integrating sustainability into the company’s strategic direction and operating model. This effort is supported by the Executive Council; both the Executive and Leadership Councils are chaired by the CEO. The Councils review sustainability priorities, progress against goals, and enterprise risks, including climate-related risks and opportunities, and provide direction for decision-making support alignment with long-term business objectives. The Leadership Council also helps align sustainability governance with evolving performance management and capital allocation practices.

The **Sustainability Steering Committee** is a cross-functional leadership team responsible for guiding implementation of the Sustainability Program in line with the expectations set by the Executive and Leadership Councils. As part of the governance refresh, committee membership and structure were realigned to support the goals and focus areas of the 2030 Sustainability Strategy. These changes simplify governance structures and strengthen cross-functional accountability. The Committee oversees reporting, monitors performance against sustainability goals, and supports continuous improvement, with regular engagement across business functions.

Implementation is supported by **Strategy Support Teams** and **Subject Matter Experts**, who translate strategy into action and provide technical expertise, operational insight, and feedback across key focus areas, including climate and energy, product stewardship, people and safety, and responsible procurement.

Climate-related risks and opportunities are integrated into our overall sustainability approach and managed through our Enterprise Risk Management (ERM) system. These risks and opportunities are reviewed by the Leadership Council and the Board of Directors for prioritization and approval of mitigation approaches.



Catalyst

Catalyst is Koppers enterprise-wide strategic transformation process designed to strengthen long-term performance and position the company for future success. Led by the Transformation Office and supported by broad employee engagement, Catalyst establishes a disciplined approach to identifying, evaluating, and executing opportunities across



the organization, delivering results and elevating company performance to the next level.

Catalyst serves as a key enabler of the company’s sustainability objectives by strengthening operational efficiency, capital discipline, and footprint optimization. Initiatives under Catalyst, reduce operational complexity and resource intensity while enhancing our ability to manage costs, risks, and long-term asset performance. Together, these efforts support Koppers broader Sustainability Strategy by enabling more efficient operations, improved data and decision-making, and closer alignment between performance improvement initiatives and environmental and social priorities.



Sustainability Rating and Ranking Assessments

To benchmark our sustainability performance, we engage with external raters and rankers that provide insight into our practices relative to industry peers and recognize best practices. We regularly review our performance across these platforms and use the results to guide ongoing improvement efforts.

Over time, these insights have supported targeted enhancements to our disclosures, data quality, and management practices. Recent improvements informed by feedback include increased transparency in our EcoVadis reporting, the development of a new greenhouse gas (GHG) reduction goal, and expanded engagement with EcoVadis, leveraging its Supplier IQ tool to assist us in managing our supplier sustainability. We also reviewed feedback from [ISS](#), [EcoVadis](#), and [CDP](#), particularly in areas where scores indicated opportunities for improvement.

Rating	Score Element	2025	2024	2023	2022	Score Context
ISS ESG	Environment	6	5	4	8	Measures ESG risk management from 1 (well managed) to 10 (poorly managed). Annual Proxy Report Scores Reported.
	Social	6	6	7	7	
	Governance	3	2	2	1	
EcoVadis	Industry percentile	88	76	75	56	Calculates overall score (out of 100) related to a company’s industry percentile of its disclosure and performance on ESG topics.
CDP	Climate	C	C	C	C	Measures performance and disclosure of environmental impacts from A (Leadership) to F (Failure to disclose).
	Forests	C	C	C	C	
	Water	B-	B-	C	C	
MSCI ESG	Overall	AA	AA	AA	AA	Rates the management of ESG risks and opportunities from AAA (Leader) to CCC (Laggard).

EcoVadis Score Improvement

In our most recent EcoVadis assessment based on our 2025 performance, Koppers achieved an overall score of 73 out of 100, placing us in the 88th percentile of assessed companies within our industry and earning us a [Silver Medal](#). This Silver Medal marks an important milestone for Koppers, recognizing performance within the top 15% of rated organizations globally and reflecting sustained improvement in sustainability management practices, increased transparency, and stronger integration of sustainability considerations into business operations.



PEOPLE

WE VALUE PEOPLE:
At Koppers, how you treat people matters.

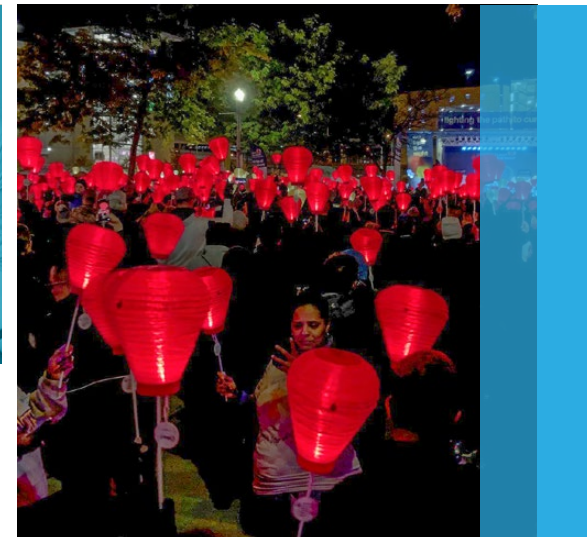


Material Topics

- Employee Recruitment, Retention & Experience
- Employee Health, Safety & Wellness
- Local Community

Strategic Imperatives

Our People: Prepare for the workforce of the future while prioritizing our employees' well-being.



EMPLOYEE RECRUITMENT, RETENTION & EXPERIENCE



At Koppers, attracting and retaining skilled employees is essential to maintaining strong operations across our manufacturing network. A positive employee experience supports productivity, reduces turnover, and fosters a resilient, knowledgeable workforce. In an industry facing evolving workforce expectations and competition for talent, a strong employee culture is a business differentiator.

FACILITY HIGHLIGHT: State-of-the-Art Research & Development Center in Peachtree City, GA

In April 2025, we relocated our Performance Chemicals global headquarters and R&D operations from Griffin, GA, to a new, state-of-the-art facility in Peachtree City, GA, designed to maximize our world-leading R&D capabilities, improve employee experience, and support long-term workforce growth. The newly expanded R&D center includes nearly 20,000 square feet of laboratory space and a 6,000-square-foot pilot plant, enhancing our capabilities in engineering, process control, drafting, warehousing, and more. The improved infrastructure enables the team to better collaborate, innovate, and create solutions that will move our customers' businesses and our industry forward.

The newly expanded R&D center includes nearly 20,000 square feet of laboratory space and a 6,000-square-foot pilot plant.

Recruitment and Retention

Our approach to employee recruitment and retention is designed to attract, develop, and retain a skilled and engaged workforce capable of supporting long-term business objectives. Recruitment and retention activities are supported by dedicated staff and budget, reflecting the impact on operational performance. Koppers leverages a range of tools and data sources to monitor hiring and retention trends, including biweekly reports on hiring activity and resignations, as well as workforce metrics generated through the company's human capital management system. These metrics include time to fill open positions, number of vacancies, and other indicators that provide insight into workforce needs and potential retention risks. The Senior Vice President of Culture and Engagement oversees recruitment and retention efforts, and his role on the Leadership and Executive Councils helps ensure workforce planning and talent priorities are fully integrated into broader business strategy and decision-making.

We also drive retention performance through employee feedback mechanisms, including the annual Global Employee Engagement Survey. In the most recent Global Employee Engagement Survey, we achieved 56% participation as well as an overall engagement score of 80%. The survey highlighted our strengths in making our employees feel safe at work and a strong sense of camaraderie. Survey results drive focus area goal setting and action planning at the team level. Throughout 2026, implementation of targeted action items will aim to strengthen communication, enhance leadership practices, and improve overall employee experience, supporting long-term employee retention.

2030 GOALS



Our People: Prepare for the workforce of the future while prioritizing our employees' well-being.

- Increase internal job advancements by 20%, compared to our baseline in 2025.
- 30% of salaried workforce to have completed Individual Development Plans.

Koppers provides opportunities for employees to develop, grow, and advance within the organization. As part of our 2030 Sustainability Strategy, workforce development and internal advancement targets have been established under the Our People focus area to support long-term business performance.

By 2030, Koppers aims to increase internal job advancements by 20%, compared to 2025 where we had 103 internal promotions. Our second goal to support our people is to have 30% of the salaried workforce complete Individual Development Plans (IDPs) designed to support employee growth by identifying development goals, skill-building opportunities, and potential career pathways aligned with both individual aspirations and organizational needs.

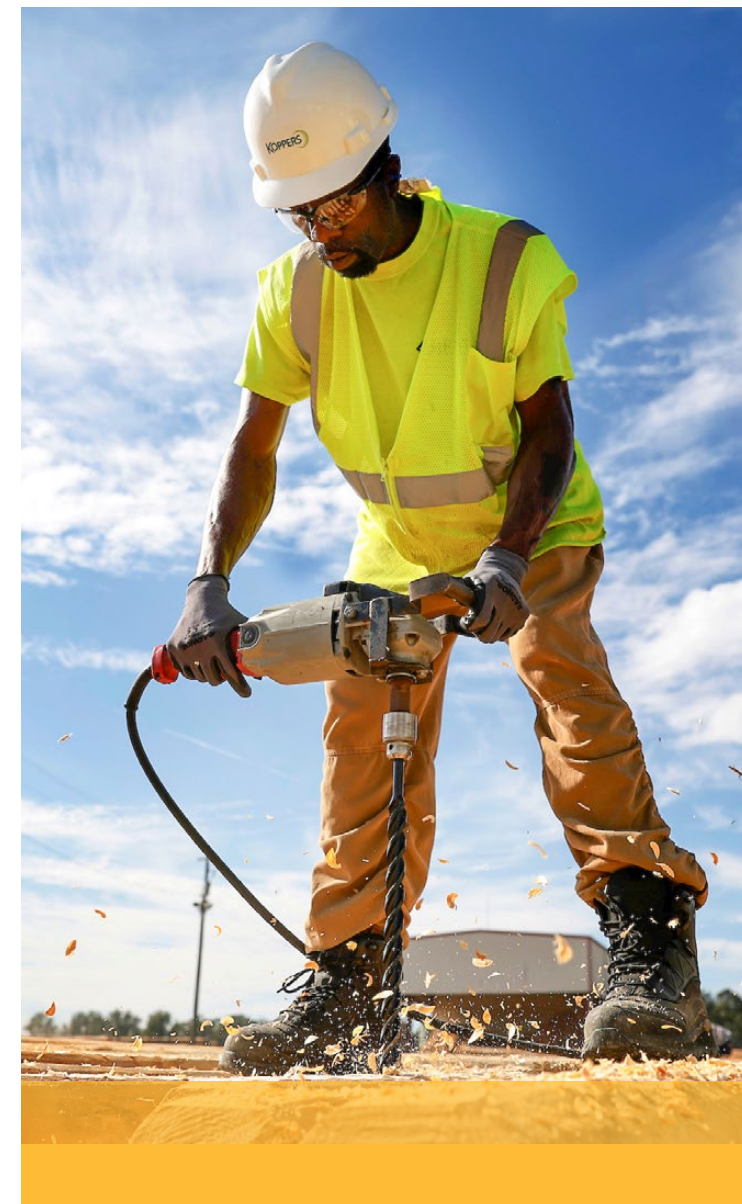


Training & Education

Training and education are key components of our efforts to support employee development, engagement, and retention. Our mission is to provide meaningful learning opportunities to employees across the organization, supporting career growth and continuous skill development. This commitment has been supported in part through Koppers College, delivered in partnership with Robert Morris University, which has provided structured leadership development, professional training, and opportunities for cross-functional collaboration and networking.

In 2025, Koppers College was put on hold. This pause reflects a re-evaluation of the program after five years of consistent course offerings, with the goal of refreshing content and ensuring training investments remain impactful, role-relevant, and aligned with evolving business and workforce needs.

Looking ahead, we intend to reassess our training and education approach to ensure future programs are aligned with workforce needs, business priorities, and long-term talent development goals. As part of this transition, average training hours decreased in 2025 as we began shifting toward greater utilization of our Learning Management System (LMS). This approach is intended to expand access to flexible, self-directed development opportunities while the organization evaluates which Koppers College programs should be continued, enhanced, or redesigned for future delivery.





Inclusion & Diversity

Koppers is committed to fostering a welcoming and inclusive workplace where employees feel respected, valued, and able to contribute to their full potential. Our Inclusion & Diversity (I&D) approach is designed to attract and retain a diverse workforce while promoting inclusive behaviors and practices across the organization.

The I&D program is led by a dedicated Program Manager and supported by an annual budget that is prioritized based on program needs and business objectives. Governance and implementation are supported through Employee Resource Groups (ERGs), an Inclusion & Diversity Steering Committee, and collaboration with stakeholders across the business. The Senior Vice President of Culture & Engagement maintains our ERG Policy to provide structure and consistency for ERG activities and engagement. External benchmarking and self-assessment are conducted using tools such as the [Vibrant Pittsburgh Index](#) to help identify strengths and opportunities for improvement. Additional priorities for the I&D program include expanding technical accessibility across the organization, working with our talent managers to further integrate inclusive practices into recruitment, development, and career progression processes, and continuing to expand the ERG program.

Employee Resource Groups

Koppers Employee Resource Group (ERG) program continued to strengthen inclusion and connection across the workforce. The program includes four active ERGs: LINKwomen, LINKparents, LINKup, and our newest ERG LINKability.

Our LINKability ERG provides resources and support in a safe, supportive, and inclusive space for employees impacted by disabilities, mental health challenges, or neurodiversity. This ERG strengthened inclusion and awareness across Koppers through launching “Serenity Now” monthly meditation sessions and collaborating with other departments to host a “Lean on Me Day,” an event geared towards raising awareness and providing employees with mental health support.

In 2025, ERG membership more than doubled compared to 2024, reaching 259 formal members and supported by 24 committee officers. Membership reflects employees who formally join an ERG, while participation includes all employees who engage in ERG activities, whether or not they are members. Throughout the year, ERGs hosted 27 events across 13 global sites, creating opportunities for networking, professional development, and community-building that help sustain employee engagement and reinforce an inclusive workplace culture.

ERG participation increased in 2025, driven by the addition of the new LINKability ERG, expanded access for frontline employees, and a simplified signup process. In contrast, I&D program participation declined, reflecting resource and timing constraints, such as the absence of Koppers College offerings, and fewer events overall.

KOPPERS EMPLOYEE RESOURCE GROUPS



EMPLOYEE HEALTH, SAFETY & WELLNESS



Our Zero Harm culture places the health, safety, and well-being of our employees, communities, and the environment first in everything we do. Zero Harm serves as the operational and cultural framework guiding safety, health, and environmental practices across all functions and facilities, with the objective of preventing injuries, illnesses, and incidents before they occur. This commitment supports compliance with applicable regulations while reinforcing a proactive, risk-based approach to managing workplace hazards and processing safety risks.

★ 2.07 Total Recordable Incident Rate, a new all-time best.

Zero Harm is supported by dedicated safety and environmental professionals and operates under both corporate and operations budgets. The program is grounded in [Zero Harm Policy](#), which commits the company to compliance with applicable safety, health, environmental, and security requirements; pollution prevention; protection of people through management of safety risks; continuous improvement; and transparent communication with stakeholders. Governance is further supported through implementation of the RC14001 Responsible Care® and ISO14001 management systems, which integrate environmental, health, safety, and security considerations into a structured framework subject to third-party certification and periodic audits. Additional oversight mechanisms include risk assessment, workforce training, executive review of performance, and annual objective-setting processes. Initiatives such as cultural safety

assessments and targeted support programs are also administered to strengthen consistent implementation and continuous improvement across global operations.

FACILITY HIGHLIGHT: System Improvements at Vidalia, GA

At the Vidalia, GA, facility, Koppers implemented an automated pole-framing system that rolls, drills, gains, and brands utility poles to customer specifications, replacing tasks previously completed manually. The system was installed indoors, allowing operators to control the framing process through a computer interface in a climate-controlled environment rather than working outside in the elements. This change reduces manual handling, repetitive motion, and ergonomic risks while also allowing production to continue during inclement weather.

FACILITY HIGHLIGHT: New Tornado Storm Shelter at Williamsville, MO

At the Williamsville, MO, facility, we enhanced employee safety by installing a tornado shelter to provide protection during severe weather events. The site is in a region with elevated tornado risk and previously had no accessible shelter nearby, making employee protection during severe storms a critical priority. The project was implemented through collaboration among site operations, maintenance, and safety personnel. The shelter is designed to accommodate all employees on-site, strengthening emergency preparedness while providing employees with greater confidence and peace of mind during severe weather conditions.

2030 GOALS



Our People: Prepare for the workforce of the future while prioritizing our employees' well-being.

- **Achieve a Koppers global safety Total Recordable Incident Rate (TRIR) that is 45% lower than our weighted industry average.**



As part of the company's 2030 Sustainability Strategy, Koppers has established a health and safety target under the People focus area to achieve a global Total Recordable Incident Rate (TRIR) that is 45% lower than the weighted industry average provided by the Bureau of Labor Statistics (BLS), by 2030. This target reflects our commitment to being an industry leader in protecting employees in our varied industrial environments while reinforcing a strong safety culture as a foundation for operational excellence and long-term performance.

Performance

Koppers monitors health and safety performance using a combination of leading and lagging indicators, including incident data, audit findings, program implementation metrics, and internal feedback, where data is available. Our health and safety performance data can be found in the Appendix on pg. 42. In 2025, the company completed an internal pulse survey with key stakeholders to establish a Zero Harm performance baseline, and several actions were identified as 2026 priorities based on the feedback received.

The company's safety performance and programs were also recognized externally in 2025. Koppers received a Chemical Safety Excellence Award from CSX for the safe transportation of hazardous materials throughout 2024, completing more than 600 rail shipments without non-accidental releases.

Our TRIR reached a new all-time best in 2025, continuing a downward trend driven by increased engagement in leading indicators, including safety observations and physical hazard identification. Strengthened post-incident investigations and action planning also helped address root causes and prevent recurrence, contributing to sustained reductions in recordable incidents.

The Zero Harm CEO Award for 2025 was presented to the Kennedy, AL, facility in recognition of its strong safety performance and commitment to advancing Koppers Zero Harm goals through proactive behaviors and continuous improvement.

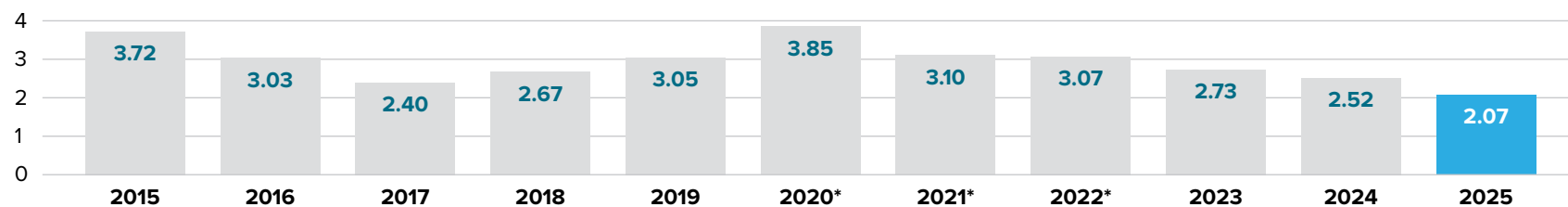


The Koppers 2025 Truck Driving Championship was won by an employee from Koppers Recovery Resources.



To qualify for the competition, drivers must have met several requirements, including maintaining traveling under 5% of the speed limit on average, zero inspection violations, zero at-fault accidents on public roadways, and more.

TOTAL RECORDABLE INCIDENT RATE (TRIR)



*Numbers inclusive of COVID-19 data.

2030 GOALS



Our People: Prepare for the workforce of the future while prioritizing our employees' well-being.

- Increase employee participation in wellness programs by 20%, compared to our baseline in 2025.

Employee Wellness

Koppers employee wellness program is focused on creating a supportive, healthy, and engaging work environment. The company recognizes the role that employee well-being plays in safety, engagement, and workforce stability, and seeks to provide access to resources that support physical, mental, and financial health across our operations.

A group of employee volunteers from corporate and operational functions meets regularly to plan and coordinate wellness initiatives, review available resources, and identify opportunities for employee engagement. The program utilizes third-party tools, including the Wellbeats wellness platform and the company's Employee Assistance Program (EAP), which offers mental health resources and educational content. Where feasible, employee resource groups are also engaged to support program delivery and participation.

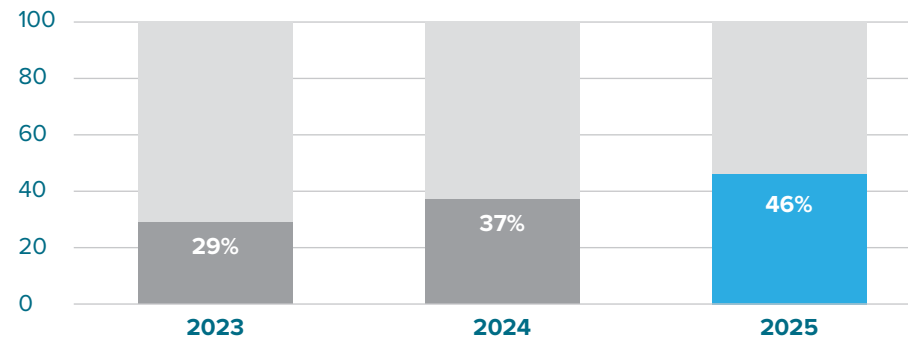
In 2025, wellness-related activities included employee-focused programming. To promote wellness across the organization, we continued biometric screenings, wellness programs, educational sessions, and live webinars.



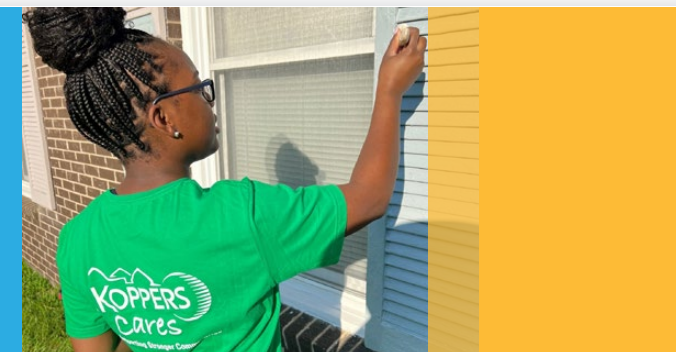
415 employees completed the U.S. Wellness Program, qualifying them for a healthcare premium reduction.

Employee well-being is a core component of the Koppers 2030 Sustainability Strategy under the **Our People** focus area, reflecting the belief that a sustainable future begins with a healthy and engaged workforce. As part of this commitment, we have established a target to increase employee participation in wellness programs by 20% compared to our 2025 baseline. This includes the expansion of employees engaging with a variety of aspects within Wellbeats, including challenges and courses. We intend to focus on expanding access to resources that support physical, mental, and financial well-being.

PERCENT OF EMPLOYEES WHO PARTICIPATE IN WELLNESS PROGRAMS



LOCAL COMMUNITY



Facilities are rooted in the local communities where our team members live and work. In addition to being an employer and economic contributor, our proactive community engagement helps Koppers build trust, give back, support the environment, and maintain long-term operating stability.

Koppers approach to local community engagement focuses on responsible corporate citizenship through charitable giving, volunteerism, and ongoing communication with local stakeholders. Community engagement activities are delivered through a combination of corporate charitable giving, facility-level initiatives, volunteer activities, and Community Advisory Panels at select facilities.

Community Advisory Panels (CAPs)

Community engagement is supported through CAPs, which provide structured opportunities for facilities to engage directly with neighbors, first responders, and broader community stakeholders. CAPs enable us to share information about site leadership, products, and operations while gaining insight into community needs, interests, and concerns. This helps the company maintain ongoing awareness of local community impacts and respond in a timely and cooperative manner. Program effectiveness is assessed through completion of identified initiatives and, where engagement is intended to support longer-term relationship building, through continued participation and dialogue with community stakeholders.

Volunteerism

Community support and volunteerism is embedded in our company culture rather than managed as a formal program. Facility-wide volunteer activities

are encouraged across the organization, with many facilities engaging in long-term community partnerships. When events are submitted through our Koppers Cares platform, we are able to capture volunteer hours and number of participants. Additionally, individual volunteerism is supported by a Volunteer Time Off (VTO) Policy, which enables employees to participate in community service during work hours, where applicable.

Preserving the Earth Campaign

In 2025, Koppers hosted environmental stewardship activities for the fourth consecutive year as part of our Preserving the Earth campaign, which runs from April through June and spans both Earth Day and World Environment Day. During the 2025 campaign, nine facilities and more than 200 employees participated in local events to clean up parks, plant trees, assist with erosion control, and more. Learn more about the projects that were completed during this campaign at [Koppers Connection](#) blog.

Charitable Giving

Koppers corporate charitable giving program supports nonprofit organizations in communities where employees live and work, with funding decisions guided by alignment with company values and active employee involvement. In 2025, the program was supported by a dedicated staff member and a corporate charitable giving budget with additional discretionary funds available at plant locations. Donation activity is tracked by amount and location, with financial reporting support provided through internal systems.

Facility Highlights: Check out [Koppers Connection](#) blog to learn more about these events, the people of Koppers, and the work they do in their communities. The following highlights a sample of the many ways we support our communities.

- **Stickney, IL**, hosted a BBQ with community leaders to strengthen local relationships and community engagement.
- **Rock Hill, SC**, sponsored the annual Fun Run at York Preparatory Academy, supporting the families connected to our team.
- **Susquehanna, PA**, supported local communities through events including a Toys for Tots holiday collection drive.
- **Eutawville, SC**, adopted a two-mile stretch of road through the State Adopt-a-Highway program, where employees volunteer to remove trash and debris.
- **Koppers Australia** proudly supported the Westpac Rescue Helicopter Service with a \$16,000 contribution.
- **Koppers Pittsburgh, PA**, employees volunteered at Junior Achievement's BizTown: a miniaturized, fully functioning version of a city that is dedicated to supporting hands-on learning of real-world tasks.



PLANET

WE VALUE THE PLANET:
At Koppers, taking care of our planet matters.



Material Topics

- Climate Change Mitigation & Adaptation
- Environmental Performance & Compliance

Strategic Imperatives

Climate & Energy: Commit to long-term energy efficiency and decarbonization journey.



CLIMATE CHANGE MITIGATION & ADAPTATION



Koppers energy-intensive manufacturing operations make climate impact and emissions management a critical business priority. Reducing greenhouse gas emissions and improving energy efficiency help Koppers lower operating costs, prepare for emerging carbon regulations, and meet customer sustainability expectations. The findings in our 2024-2025 TCFD Report, on pages 6-7, underscore the importance of climate mitigation and adaptation as a business priority, as facility downtime, infrastructure damage, or logistics interruptions could result in increased costs and operational delays. Integrating climate resilience considerations into capital planning, infrastructure design, and enterprise risk management is therefore critical to protecting long-term asset value, maintaining reliable production, and safeguarding business continuity.

Scope 1 & 2 Greenhouse Gas Emissions

Koppers approach to greenhouse gas (GHG) emissions management is guided by our [Zero Harm Policy](#), which requires employees to consider the environmental impacts of business decisions and emphasizes pollution prevention, responsible resource consumption, and continuous improvement. Under this policy, Koppers commits to the efficient use of energy and other resources to reduce GHG emissions and manage environmental impacts across operations.

Our GHG strategy focuses on reducing emissions associated with our operations while maintaining reliable production. This approach is supported by dedicated staff, established governance processes, and the integration of emissions considerations into operational and capital expenditure planning, consistent with the company's broader Planet focus area and long-term sustainability objectives outlined in our 2030 Strategy. Governance for emissions management is led by the Vice President of Risk Management and Sustainability, with support from the Director of Environmental and Social Responsibility, ensuring executive oversight and alignment with enterprise risk management and capital planning processes.

Koppers utilizes a range of tools and systems to support emissions management, planning, and data integrity, including an Emissions Projection Database, Net Zero Cloud, and the FOCUS platform. The Emissions Projection Database uses data inputs to generate forward-looking emissions estimates, which are used to inform greenhouse gas reduction goal planning and to help identify priority projects and focus areas for emissions reduction. Koppers Sustainability Cloud is a software program that further supports these efforts by enhancing emissions tracking, scenario analysis, and reporting capabilities. Greenhouse gas emissions calculation results are subject to internal review and, where applicable, third-party consultant review, with external assurance anticipated for the company's 2027 greenhouse gas emissions inventory.

2030 GOALS



Climate & Energy: Commit to long-term energy efficiency and our decarbonization journey.

- Reduce non-biogenic scope 1 and 2 emissions by 20% compared to our 2024 base year.

GHG emissions decreased across the global Koppers footprint in 2025, with total Scope 1 and 2 emissions reduced by 14.5% compared to our 2024 restated baseline. This decline was driven primarily by lower Scope 1 non-biogenic emissions, supported in part by the partial closure of the Stickney, IL, plant. Additional reductions were achieved through operational improvements reflecting continued progress in emissions management across key regions.

We initiated a biogenic fuel analysis program in 2025 to improve the accuracy of greenhouse gas emissions calculations associated with wood-based fuel consumption at our facilities. In previous years, a generic emission factor was used to calculate biogenic-derived emissions but by initiating this analysis program, Koppers is now able to more accurately estimate actual greenhouse gas emissions related to wood-based fuel consumption at our facilities. This site-specific data was applied to the 2024 emissions baseline calculations and allow us to better track and compare actual emissions changes year by year. Koppers will continue to periodically analyze biogenic fuel values to obtain more accurate, site-specific data.

As part of our 2030 Sustainability Strategy, Koppers has established a GHG emissions reduction target under the Planet focus area to reduce our Scope 1 (non-biogenic fraction) and total Scope 2 emissions by 20% by 2030, using our 2024 restated baseline. This target builds on the company's historical achievement of our prior 2030 goal of reducing total Scope 1 and 2 emissions by 50% compared to our 2007 baseline, which was reached in 2023. As in the past, the optimization of our operations network will continue to have

the largest impact on ongoing emissions reductions while continuing to strengthen our financial performance.

In alignment with the GHG Protocol and the nature of our operations in the wood treating industry, we've chosen to focus our new GHG reduction efforts on fossil-based emissions. While biogenic-related emissions will continue to be monitored and reported, they are excluded from the new reduction target and our 2024 Scope 1 baseline. Biogenic CO₂ emissions originate from biomass within the short-term carbon cycle and, when sustainably sourced and regrowth occurs, may be reabsorbed over time; accordingly, these emissions are disclosed separately from fossil-based emissions in line with recognized GHG accounting standards.

2025 GHG emission target performance demonstrates emissions reduction of 18.6% compared to the 2024 baseline.

2025 GHG EMISSIONS

CATEGORY	2024	2025
Scope 1 Non-Biogenic GHG Emissions (Metric Tons CO ₂ e)	221,840	189,802
Scope 2 GHG Emissions (Metric Tons CO ₂ e)	75,711	52,476
Total Non-Biogenic Scope 1 and 2 Emissions	297,551	242,278





The pathway to achieving this target includes integrating emissions considerations into operational planning and phased implementation of emissions reduction initiatives through 2030. These efforts are expected to focus on practical, operationally feasible actions that align emissions reductions with efficiency improvements and long-term business needs.

Achieving this target is expected to deliver business value by improving energy efficiency, reducing exposure to energy price volatility and regulatory requirements, and supporting long-term cost management. The target also positions the company to respond to evolving customer and stakeholder expectations related to climate performance and transition risk.

Energy Consumption

Koppers energy consumption efforts focus on improving energy efficiency and reducing overall energy use across operations, while supporting alignment with enterprise priorities and the 2030 Sustainability Strategy. 2025 represented a transitional period, as energy management efforts were being realigned to support both our enterprise-wide transformation and the newly established 2030 Sustainability Strategy.

We are establishing a technical, cross-functional team with membership from each business unit and leveraging intra-company expertise to evaluate energy consumption across facilities. The objective is to develop tools that enable consistent comparison of performance, identify efficiency opportunities, and share best practices across sites. During this transition, we continued to define governance, metrics, and execution approaches. These efforts are intended to support future target setting and ensure energy management initiatives are fully integrated with long-term sustainability objectives.

In 2025, total energy consumption declined compared to prior years, reflecting early progress in improving efficiency amid a transitional period. Reductions in both primary and purchased energy use contributed to lower overall consumption, while a modest increase in renewable energy share indicates continued advancement toward a more balanced energy mix.

FACILITY HIGHLIGHT: Mayfield, AUS, Energy Projects

The Mayfield, AUS, facility continues to demonstrate strong leadership in energy efficiency and operational improvement through a coordinated effort by site management and employees. In 2025, the team implemented multiple projects that significantly reduced energy use, including operational improvements to the process fume collection system that lowered gas consumption by 13% and is saving more than \$3,000 per month. Additional initiatives such as insulation upgrades, LED lighting improvements, and equipment upgrades also contributed to energy reductions. Our solar panel array produced over 117,000 kWh of electricity during the year, providing the facility with a source of renewable energy. Looking ahead, the team has begun implementing a heat recovery project with the goal of generating more of the facility's steam by capturing and reusing waste heat, demonstrating Mayfield's continued focus on efficiency, cost management, and operational sustainability.

13%
lower gas consumption

+\$3,000
in savings per month

FACILITY HIGHLIGHT: Galesburg, IL, Community Solar Initiative

The Galesburg, IL, facility advanced our energy efforts through participation in the Illinois Shines community solar program. Participation in the program contributed to the production of approximately 178,262 kWh of renewable electricity and an estimated carbon offset equivalent of 83 MT of CO₂. This initiative supports Koppers efforts to lower emissions associated with purchased electricity while also generating utility cost savings, demonstrating how renewable energy sourcing can deliver both environmental and operational value.

2030 GOALS



Climate & Energy: Commit to long-term energy efficiency and our decarbonization journey.

- Continue to assess and report on Scope 3 while identifying, communicating, and implementing reduction opportunities.

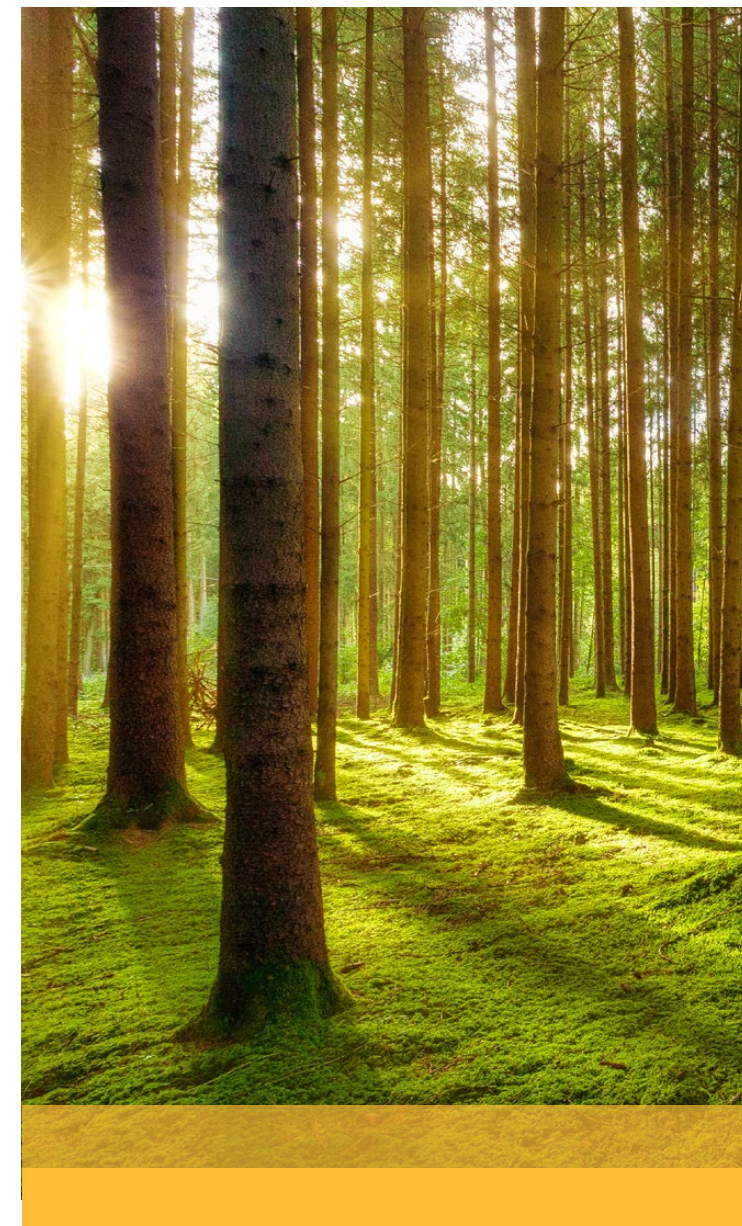
Scope 3 Greenhouse Gas Emissions

Koppers recognizes that a substantial portion of our GHG footprint occurs across our value chain. As part of our broader climate strategy, we assess and report Scope 3 emissions to improve transparency, strengthen understanding of value-chain impacts, and inform future engagement with suppliers, customers, and other stakeholders. This assessment supports Koppers efforts to manage climate-related risks and opportunities beyond our direct operations and purchased energy.

We are working to complete a Scope 3 GHG inventory for the 2025 reporting period. The inventory is being prepared in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Where primary activity data is available, it will be used to calculate

emissions; otherwise, emissions will be estimated using activity-based proxies and recognized emission factors, consistent with GHG Protocol guidance. Previous Scope 3 inventories identified purchased goods & services, use of sold products, and end of life treatment of sold products as the company's most significant value-chain emissions sources. Due to the complex nature of Koppers business and supply chain, we anticipate that the Scope 3 estimates for the 2025 reporting period will be completed later in 2026 and will be reported when completed.

As part of our 2030 Sustainability Strategy, Koppers has established a target under the Planet focus area to assess and report annually on Scope 3 greenhouse gas emissions and identify potential reduction opportunities by 2030.



2030 GOALS

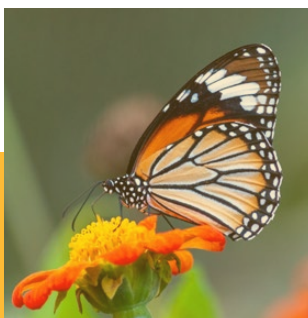


Climate & Energy: Commit to long-term energy efficiency and decarbonization journey.

- By 2030, complete a corporate climate risk assessment, implement improvements where necessary and integrate into capital and ERM programs.

Climate Risk

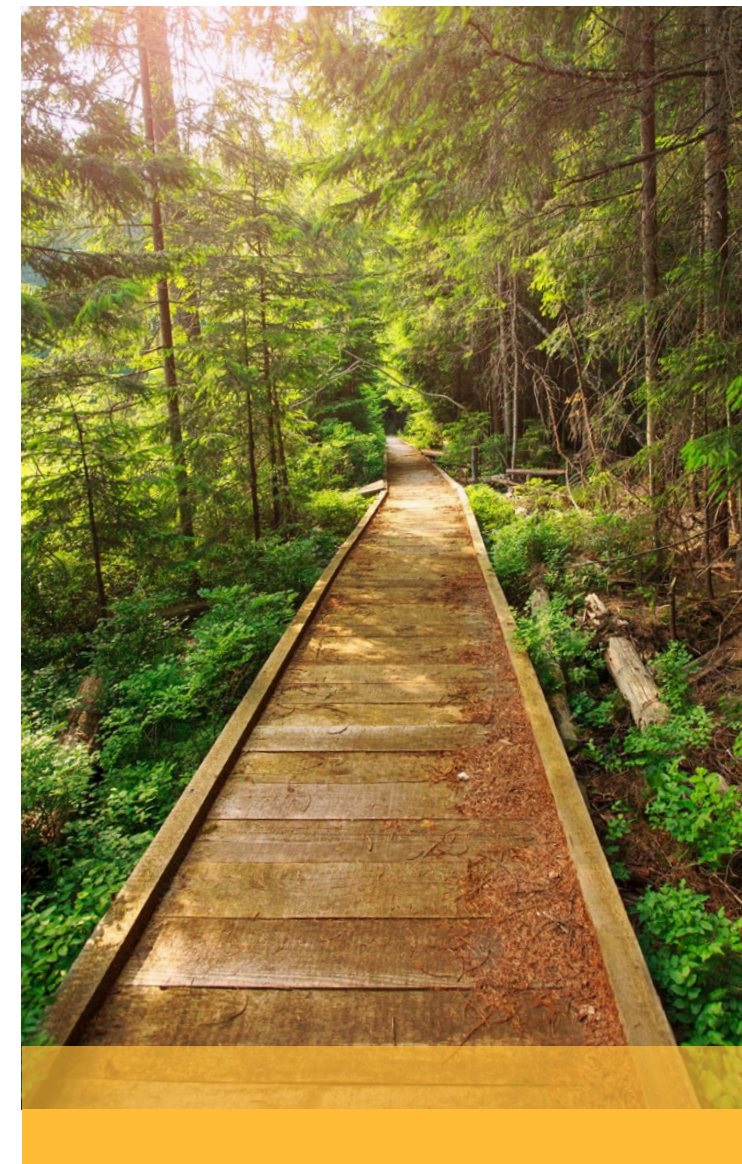
We manage climate-related risks and opportunities as part of our broader enterprise risk management framework, recognizing climate change as a factor that may affect our operations, supply chains, financial performance, and long-term resilience. Oversight of climate-related risks is provided by the Board of Directors, with executive-level review and prioritization by the Leadership Council. Day-to-day management of climate risk is led by our Vice President of Risk Management and Sustainability, who is responsible for integrating climate considerations into risk identification,



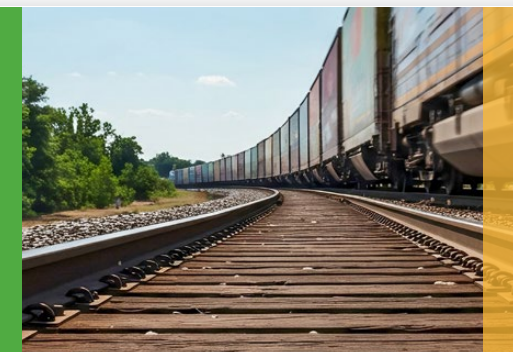
assessment, and monitoring processes. Climate-related risks and opportunities are evaluated alongside other strategic and operational risks to support informed decision-making and alignment with our long-term business strategy.

Koppers has established this goal to complete a comprehensive corporate climate risk assessment and integrate identified risks into business planning, capital programs, and enterprise risk management processes by 2030. This target builds on the foundational climate risk analysis and disclosures completed in the [2024–2025 TCFD Report](#), which enhanced our understanding of climate-related physical and transition risks affecting the business.

Progress toward this target will follow a phased approach that includes completion of a corporate climate risk assessment and the subsequent integration of findings into existing decision-making frameworks, where necessary and feasible. Addressing climate risk in a structured manner is expected to support business value by strengthening asset resilience, informing capital allocation, reducing exposure to climate-related disruptions, and supporting preparedness for evolving regulatory and market expectations. While outcomes will depend on the nature and severity of identified risks, this target is intended to enhance long-term operational reliability and risk awareness without implying specific financial impacts.



ENVIRONMENTAL PERFORMANCE & COMPLIANCE



Compliance with environmental regulations and continual improvement in emissions, water, and waste performance are core to Koppers operational integrity. Demonstrating consistent environmental performance minimizes risk, reinforces our commitment to responsible operations, and strengthens trust with customers, regulators, and community partners.

Koppers approach to environmental compliance centers on operating responsibly by meeting or exceeding applicable environmental regulations, which is fundamental to protecting human health and preventing harm to the environment. Through proactive compliance, continuous improvement, and accountability, we strive to achieve zero spills, exceedances, or complaints. Koppers Zero Harm culture reinforces environmental stewardship across the organization, with leadership setting expectations and facility teams responsible for maintaining strong environmental controls. Onsite safety, health, and environmental professionals support implementation and oversight, helping operations align with the company's environmental standards and performance objectives.

Koppers operating facilities complete regular environmental audits, conducted by a third party, to ensure compliance with applicable laws and regulations. By maintaining consistency and compliance in our operating facilities, we can focus on leading indicators to identify areas of concern and proactively implement preventative and corrective actions to address risks.

The Zero Harm team has implemented a new metric, Total Environmental Incident Rate (TEIR), which consolidates environmental incidents and permit violations into a standardized rate that allows facility comparison. Similar to safety rates, this will assist management to rapidly identify facilities in need of assistance and enable the allocation of sufficient resources to those facilities and teams to improve their performance and ensure compliance. The team has also developed and deployed an internal Zero Harm Workshop focused on employee awareness of Koppers potential environmental impacts and ways to mitigate them at facilities and in our communities.

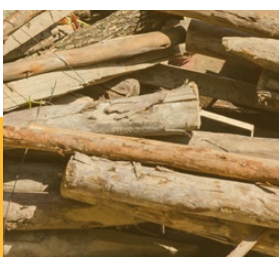
As we look forward to 2030, our team is investigating waste minimization efforts, improvements in stormwater management, and reductions in water use at our operating facilities, tracking key performance indicators to monitor progress.

While the number of releases remained relatively consistent in 2025, reportable release volumes decreased significantly to less than one metric ton, reflecting improved environmental risk awareness and strengthened incident prevention efforts driven by environmental hazard identification initiatives. Alternatively, we have experienced a 50% increase in waste- and storm-water discharge permit exceedances compared to 2024. In response, facilities have been tasked with working to strengthen compliance controls and corrective actions identified through root cause investigations.

Waste

Koppers waste management efforts focus on minimizing waste generation at operating facilities while maintaining compliance with applicable environmental laws and regulations. Corporate Zero Harm provides global leadership and oversight, while Zero Harm site coordinators and plant managers are responsible for implementing waste minimization activities at individual sites.

In 2025, Koppers focused on establishing the foundation for a formalized waste minimization program by strengthening visibility into waste generation and management practices across sites. Facility-level performance was reviewed to better understand variations in waste efficiency and identify initial areas for improvement. We continued our use of the FOCUS platform to monitor waste and recycling volumes and supported sites in maintaining or developing waste minimization plans, where applicable. These efforts were reinforced through internal policies and guidance intended to support consistent procedures and employee awareness. Collectively, these actions improved baseline data quality, enhanced oversight of waste streams, and positioned Koppers to more effectively identify reduction opportunities.



FACILITY HIGHLIGHT: Chauncey, GA, Investment in Wood Chippers

At the Chauncey, GA, facility, new equipment was implemented to convert wood processing byproducts into a useful fuel source, reducing the amount of material sent to waste streams. During pole processing, UIP facilities commonly generate wood byproducts such as bark removed from poles and end cuts created when poles are resized. Historically at this site, much of this material was disposed of without being reused. To address this, Chauncey installed a grinding hog that chips these end cuts so they can be used as fuel in the site's boiler to generate steam to power the drying kilns. This approach allows the facility to capture value from material that would otherwise be discarded, reducing waste and improving resource efficiency. The project is part of our Catalyst transformation, and a broader capital plan is underway to install chippers or hogs at additional sites so wood byproducts can be reused as boiler fuel across operations.

FACILITY HIGHLIGHT: Nyborg, DK, Utilizing Byproduct as Fuel

At the Nyborg facility in Denmark, employees modified a burner system to allow a greater share of internally generated byproduct fuel to be used in place of purchased natural gas. Process improvements increased the amount of this fuel that was produced on site, allowing the plant to use it directly for energy rather than shipping excess material offsite. By repurposing a production byproduct as fuel, the facility reduced waste and the energy associated with transporting excess material off site. The initiative improves operational efficiency, supports waste reduction goals, and lowers fuel costs while making better use of resources already generated during operations.





Water

Koppers approaches water management with a focus on pollution prevention, regulatory compliance, and responsible stewardship of water resources across operations. Oversight is provided through our Zero Harm framework, which guides program development and facility leadership responsible for implementation of site-specific water conservation and pollution prevention practices.

During 2025, water management initiatives centered on establishing a baseline understanding of water use and risk exposure to inform future

program development. Water use and source surveys have been completed at operating facilities, and water stress screening was conducted using the WRI Aqueduct tool to identify sites located in water-stressed regions. Water intake and discharge data are monitored through FOCUS to support performance tracking and analysis.

Koppers looks to use the WRI Aqueduct data and the data received from the site surveys to determine which facilities contribute to their regions' water stress. Once those facilities are identified, Koppers will look to develop a water conservation plan for the highest risk operating facilities.

FACILITY HIGHLIGHT: Stickney, IL, Boiler House Water Conservation

After the closure of the phthalic anhydride unit, the Stickney, IL, facility began to take a closer look at water use in its boiler house. During this investigation, an aging cooling tower that had historically driven the majority of cooling demand was identified to be operating inefficiently. Rather than replace the system, the team explored alternative solutions and transitioned to a once-through cooling approach using municipal water.

This led the team to conduct a detailed review of water flows across the boiler house, resulting in identification of several previously unmetered uses. This discovery led to rerouting cooling water from an instrument air system and reusing it across multiple applications, including bearings and sample coolers. In doing this, the facility was able to further optimize usage.

In total, these efforts reduced water consumption by approximately 46 gallons per minute, or nearly 24 million gallons annually. The project was completed in just one month and is delivering over \$300,000 in annual savings. Building on this momentum, the site has increased water monitoring coverage and launched the "No Drip Left Behind" initiative to drive continued conservation and efficiency improvements.



~24M

gallons in reduced water consumption

+\$300,000

in annual savings

PERFORMANCE

WE VALUE PERFORMANCE:
At Koppers, results matter.



Material Topics

- Product & Supply Chain Responsibility
- Product Innovation & Circularity

Strategic Imperatives

- **Products:** Embed sustainability into R&D; identify solutions for Life Cycle Management.
- **Supply Chain:** Create a robust Responsible Procurement program.



PRODUCT & SUPPLY CHAIN RESPONSIBILITY



Product Stewardship

Product stewardship is central to how we manage the full life cycle of our products, from design and manufacturing to use and end-of-life. By prioritizing safety, quality, and responsible material use, we reduce environmental and health risks while strengthening compliance with evolving global standards. This approach safeguards our reputation as a trusted industrial partner and supports the long-term sustainability of our product portfolio. Within the chemicals and materials industry, strong product stewardship is a key measure of accountability and innovation readiness.

Koppers product stewardship program is designed to support the safe manufacture, use, transportation, and disposal of products throughout their lifecycle, consistent with regulatory requirements and the company's Responsible Care commitments. Product stewardship responsibilities are embedded across the organization rather than centralized within a single role. Oversight is provided through established governance frameworks, with responsibilities carried by Zero Harm regional leaders, functional experts, and individuals assigned through policy, supported by dedicated resources and budget.

Treatment accuracy improved across UIP, contributing to an estimated **\$3.8 million improvement** in preservative material spending and approximately **\$1.6 million in ongoing annual savings**.

The program is governed by internal policies and procedures that address product risk assessment, chemical management, safety data sheet management, management of change, and investigation of potential adverse product effects. Product stewardship performance and progress are reviewed through the Product Stewardship Steering Committee, with the Board of Directors receiving regular updates on six core program objectives, reviewed on a rotating quarterly basis. This structured review process supports accountability and continuous improvement.



FACILITY HIGHLIGHTS: Treatment Monitoring Precision & Chemical Variance Control

Koppers Utility & Industrial Products division implemented an initiative to improve how wood treatment processes are monitored across six treatment facilities. The project focused on improving accuracy in how preservatives are applied to wood products, strengthening monitoring practices, and increasing transparency in performance tracking. These improvements help support consistent treatment practices and alignment with industry quality standards while promoting responsible use of treatment materials.

The initiative introduced standardized monitoring procedures and documentation to regularly check measurement equipment and verify results using known reference samples. These controls help confirm that testing instruments remain accurate and that treatment levels remain within specification.

Operational oversight was also strengthened through improved reporting and performance tracking at both the facility and division level. As a result, treatment accuracy improved across the division, contributing to an estimated \$3.8 million improvement in preservative material spending and approximately \$1.6 million in ongoing annual savings.

2030 GOALS



Products: Embed sustainability into R&D; identify solutions for Life Cycle Management.

- Publish Life Cycle Assessments (LCA) / Environmental Product Declarations (EPD) for 50% of product lines with \$50M or greater in annual sales.
- Enable the quantification of sustainability impacts of new and modified products.
- Pursue regulatory / governmental actions that provide solutions for treated wood end-of-life problems.

As part of Koppers 2030 Sustainability Strategy, we have established a target under the Products focus area to publish Life Cycle Assessments (LCAs) and/or Environmental Product Declarations (EPDs) for 50% of product lines with \$50 million or greater in annual sales by 2030. This target reflects our commitment to increasing transparency around the environmental impacts of our products and supporting customers' growing need for reliable, product-level environmental information. In addition, Koppers is working to embed sustainability considerations more systematically into research and development processes to enable quantification of sustainability impacts for new and modified products, and to advance practical solutions addressing treated wood end-of-life management.

Progress toward this target will be supported by a phased approach that focuses on standardizing LCA and EPD development, improving data consistency, and leveraging common platforms to support efficient execution and assurance, which will in turn strengthen internal capability to evaluate product-level impacts, inform design decisions earlier in the development process, and support identification of end-of-life pathways consistent with regulatory requirements and circularity objectives. This approach is intended to enable scalable implementation while maintaining data quality and alignment with recognized standards.

HIGHLIGHT: Product Label Reviews by the United States Environmental Protection Agency (US EPA)

The U.S. Environmental Protection Agency (EPA) conducted its registration reviews for creosote and chromated copper arsenical (CCA) wood preservatives, two of the oldest preservative systems in Koppers portfolio. These reviews occur every 15 years under the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) to confirm these restricted use pesticides remain eligible for continued use. As part of this process, creosote and CCA were evaluated to assess potential risks and appropriate mitigation measures. EPA issued interim registration review decisions for these chemistries and amended product labeling requirements. In 2025, all products containing these active ingredients began shipping under the new labels with updated application, handling, and risk management requirements.

HIGHLIGHT: Koppers Europe Life Cycle Analysis (LCA) Fact Sheets

Koppers Europe has developed LCA fact sheets for select products from CMC and EPDs for select products from PC, with all EPDs verified by a third party. These fact sheets are intended to provide science-based insights into product-level environmental impacts across the life cycle. These resources support informed decision-making for customers and stakeholders. We are also advancing global coordination on LCAs and EPDs to enhance consistency across regions and product lines.





2030 GOALS



Supply Chain: Create a robust Responsible Procurement program.

- By 2030, assess 80% of our existing suppliers with recurring spend of >\$2M for sustainability initiatives and risks.

Supply Chain Responsibility

Our ability to operate responsibly depends on the integrity and sustainability of our global supply chain. A responsible supply chain helps us maintain operational resilience, meet the sustainability expectations of our customers and stakeholders, and maintain trust and competitiveness.

Koppers approach to supply chain responsibility is focused on maintaining a safe, efficient, and reliable supply chain that supports the production and delivery of our products while managing sustainability-related risks and opportunities. Supply chain sustainability considerations are integrated into procurement practices through existing policies and systems, rather than managed as a standalone program. Our supply chain responsibility efforts are supported by dedicated staff and established tools that enable supplier engagement, data collection, and risk visibility. Governance is informed by our Corporate Purchasing Policy, which includes guidance for continuous improvement related to sustainability and supplier diversity, and supports alignment between sourcing decisions and broader business objectives.



UIP sourced 39% of its wood from certified sustainably managed forests to support sustainable forestry practices and responsible supply chain sourcing.

Supplier-related sustainability information is collected through existing systems and data requests. This includes supplier diversity data and certified wood sourcing data from operating units. These efforts support a baseline understanding of supplier attributes and help inform future assessment efforts, recognizing that data availability may vary by supplier.

Koppers continues to collaborate with suppliers and internal teams on targeted initiatives that support responsible sourcing, material safety, and operational efficiency. These activities reflect incremental steps to strengthen supply chain sustainability practices while maintaining reliability and performance across procurement operations.

As part of our 2030 Sustainability Strategy, Koppers has established a supply chain sustainability target to assess 80% of existing suppliers with recurring annual spend greater than \$2 million for sustainability initiatives and risks by 2030. This target is intended to improve visibility into supplier-related environmental, social, and governance risks and to support more informed risk management decisions across the supply base. Progress toward this target is expected to be supported by a phased assessment approach that includes the planned implementation of the EcoVadis Supply Chain Sustainability Solution in 2026.

Assessing supplier sustainability performance is expected to deliver business value by strengthening supply chain resilience, supporting responsiveness to evolving customer and regulatory expectations, and enhancing the company's ability to identify and manage potential risks associated with key suppliers.

PRODUCT INNOVATION & CIRCULARITY



Innovation enables Koppers to deliver more sustainable products and processes that enhance customer value while reducing environmental impacts. Through targeted investment in research and technology, the company advances longer-lasting wood products, lower-emission chemical applications, and new carbon-based materials. Koppers leverages global R&D capabilities, including the Koppers Global Technology Center in Harmarville, PA, and the Performance Chemicals' Global Innovation and R&D Center in Peachtree City, GA, to anticipate evolving market, regulatory, and environmental demands.

Koppers product innovation strategy focuses on developing circular and innovative solutions that support long-term business growth while considering sustainability factors. This approach is intended to broaden the company's portfolio through new offerings and entry into emerging markets, while managing risks related to raw material availability, regulatory change, and customer expectations. These efforts are intended to support product differentiation, participation in low-carbon and circular markets, and long-term competitiveness through scalable, practical innovation.

The Performance Chemicals R&D team located in Peachtree City, GA, was the proud recipient of **\$300,000** in federal funding through the USDA Forest Service's Wood Innovations Grant program.

FACILITY HIGHLIGHT: Nyborg, DK, SAFELOOP Project

CPRO™, a specialty enhanced carbon product derived from coal tar, has been developed by Koppers to improve the performance of graphite used in certain battery applications. At the Nyborg, Denmark, facility, Koppers is deploying CPRO™ to play a key role in the SAFELOOP project, a global collaboration focused on developing next-generation lithium-ion batteries with a lower environmental footprint, including recycled inputs in both the active anode and cathode materials. This supports our circularity and sustainability objectives by enabling higher-efficiency, lower-waste carbon processing. The site also installed new pilot-scale equipment to support further production and testing of enhanced carbon products. These products utilize novel heat-treatment technology to produce high-purity pitch with low metal content suitable for synthetic graphite and lithium-ion battery anode applications, reinforcing the development of more regionalized and circular graphite supply chains.



Funded by
the European Union



FACILITY HIGHLIGHT: Peachtree City, GA, Awarded USDA Forest Service Wood Innovations Grant

The Performance Chemicals R&D team located in Peachtree City, GA, was the proud recipient of \$300,000 in federal funding through the USDA Forest Service's Wood Innovations Grant program. Launched in 2015, this grant program funds projects that stimulate, expand, and support U.S. wood products markets and wood energy markets to support the long-term management of the National Forest System and other forest lands. This funding is being used to support the development of enhanced fire-retardant wood utility pole technologies.



Process Innovation

Process innovation activities are coordinated through our holistic corporate innovation program, EPIC, which engages both the external innovation ecosystem and the internal Koppers employee base. EPIC provides a structured framework for identifying, testing, and scaling new ideas that can improve business processes and operational performance. The goals of EPIC are stated within the acronym’s full name, with each goal having various supporting initiatives: **E**xplore to Learn, **P**artner to Expand our Capabilities, **I**deate to Solve Problems, and **C**reate to Grow.

EPIC is supported by dedicated staff and budget and utilizes a range of tools and engagement mechanisms, including our iShare idea management platform and human-centered design-focused Idea Summits. These activities are designed to encourage employee participation, surface improvement opportunities, and prioritize ideas with potential business and sustainability value. External collaboration is also pursued through university and innovation ecosystem partnerships, where feasible. The program is designed to advance process improvements that enhance operational excellence, Zero Harm, and sustainability while strengthening execution capabilities and supporting long-term value creation.

iShare is Koppers employee-driven program that captures and evaluates innovative ideas across the organization. Cross-functional teams review submissions using an objective process, with selected ideas approved for funding and implementation to support disciplined innovation, operational improvement, and Zero Harm.



In 2025, iShare continued to serve as a platform for identifying practical solutions to operational challenges. During the year, we saw 91 ideas submitted to iShare, with 28 accepted for implementation. Individual sites implemented iShare ideas a total of 46 times throughout the year.



EPIC Academic Partnerships

Through EPIC, Koppers sponsors capstone projects that engage academic partners to address real-world business challenges and advance process innovation. These collaborations are intended to expand internal capabilities, introduce new perspectives, and support practical problem-solving aligned with strategic priorities. In 2025, Koppers sponsored projects at both the University of North Carolina and Carnegie Mellon University.

FACILITY HIGHLIGHT: Galesburg, IL, partnership with Carnegie Mellon University

The partnership with Carnegie Mellon University’s School of Computer Science led to the development of a digital application prototype that automates portions of production planning at the RPS facility in Galesburg, IL. The project focused on connecting three discrete databases and automatically planning daily production, assigning appropriate product mix and quantities to available treating cylinders. Replacing a manual process with a more efficient, data-driven solution demonstrates how academic partnerships can support operational improvement, technology adoption, and innovation.

Circularity

Koppers converts raw materials into value-added wood and chemical products, enabling stronger circularity in downstream applications. By extending material lifecycles, preserving renewable resources, and improving product durability and performance, we help maintain material value, reduce waste, and support more efficient, circular systems across infrastructure, construction, and industrial markets.

Looking ahead, Koppers is committed to advancing circularity across the lifecycle of our products. We intend to pursue engagement with regulators, government agencies, and industry stakeholders to help identify and support solutions that responsibly manage treated wood at the end of its service life. These efforts are expected to focus on enabling appropriate reuse, recovery, or disposal pathways that align with regulatory requirements, protect human health and the environment, and support the continued use of durable wood products in critical applications.



APPENDIX

ADDITIONAL METRICS



RECRUITMENT AND RETENTION

		Number of New Hires				% Turnover			
		2025	2024	2023	2022	2025	2024	2023	2022
Gender	Male	351	455	284	328	35%	13%	30%	28%
	Female	34	43	40	57	21%	28%	15%	20%
	Undisclosed	42	33	27	16	35%	26%	36%	0%
Age	<30	241	123	151	143	53%	67%	64%	61%
	30-50	225	149	168	193	25%	26%	26%	26%
	>50	65	46	32	65	15%	11%	14%	16%
Region	US	477	276	306	346	29%	29%	31%	29%
	Global*	54	42	18	55	17%	16%	16%	18%

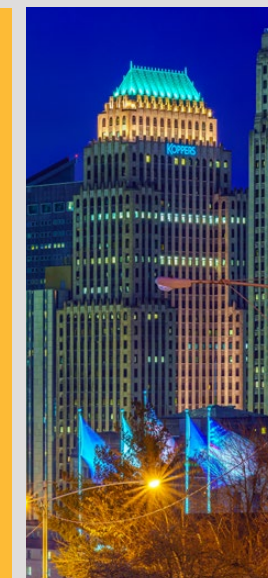
*Our Global data includes all locations where Koppers operates outside of the U.S.

Retention Rates		2025	2024	2023	2022
Race/Ethnicity	Racially / Ethnically Diverse	60%	72%	71%	78%
	Non-Racially / Ethnically Diverse	76%	78%	75%	84%
Years of Service	10+ years	85%	95%	95%	89%
	5+ to 10 Years	89%	92%	86%	88%
	3+ to 5 Years	82%	83%	82%	85%
	1+ to 3 Years	73%	74%	80%	77%
	0 to 1 Year*	59%	57%	61%	66%
Total		76%	75%	73%	82%

*We reported retention rates starting after the first 90 days prior to 2025.

Employee Engagement Survey Results	2025	2024	2023	2022
Employees said they would recommend Koppers as a place to work	76%	79%	78%	75%
Employees said they are happy working at Koppers	83%	81%	80%	77%
Survey Total Favorable Responses	80%	80%	79%	77%
Survey Total Neutral Responses	14%	14%	16%	18%
Survey Total Unfavorable Responses	6%	6%	5%	5%

Employee Training Metrics	2025	2024	2023	2022
Average hours of training per employee of those attending Koppers College	20	47	40	35
Employees enrolled and completed Koppers College Programs	11	89	147	96



EMPLOYEE RESOURCE GROUPS (ERG) METRICS

	2025	2024	2023
Percent of employees participating in ERGs	14%	6%	8%
Percent of employees participating in I&D Programs and/or Training	14%	20%	NR
<i>I&D Programs include ERG interest sessions and program launches, participation in frontline engagement sessions, and any other events sponsored by the I&D Committee</i>			
<i>NR = Not Reported</i>			



WORKFORCE DEMOGRAPHICS

Koppers Headcount (as of 12/31)		2025	2024	2023	2022
Full Time	Australia/New Zealand	211	196	181	190
	China	2	NR	NR	NR
	Europe	132	137	149	148
	North America	1,490	1,690	1,707	1,715
	South America	24	21	11	NR
	Total – Male	1,464	1,647	1,666	1,700
	Total – Female	290	310	304	306
	Total – Undisclosed Gender	105	87	67	77
TOTAL		1,859	2,044	2,037	2,083
Part Time	Australia/New Zealand	18	17	19	7
	Europe	7	7	7	5
	North America	13	13	13	12
	Total – Male	13	13	10	15
	Total – Female	13	13	15	9
	Total – Undisclosed Gender	12	11	14	0
Temporary	Australia/New Zealand	0	11	16	0
	Europe	0	0	0	1
	North America	16	0	9	1
	Total – Male	5	4	10	2
	Total – Female	2	1	4	0
	Total – Undisclosed Gender	9	6	11	0
<i>NR = Not Reported</i>					

Employee Demographics		2025	2024	2023	2022
Gender	Females	16%	16%	15%	15%
	Males	80%	80%	81%	81%
	Undisclosed	4%	4%	4%	4%
Race/Ethnicity	American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%
	Asian (Not Hispanic or Latino) (United States of America)	1%	1%	1%	1%
	Black or African American (Not Hispanic or Latino) (United States of America)	17%	17%	18%	17%
	Hispanic or Latino (United States of America)	5%	6%	5%	3%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%
	Two or More Races (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%
	White (Not Hispanic or Latino) (United States of America)	55%	55%	54%	54%
	Undisclosed	19%	19%	19%	13%
Age	<30 Years Old	20%	18%	18%	17%
	30-50 Years Old	43%	45%	45%	44%
	>50 Years Old	37%	37%	37%	39%

Due to rounding, some sections may not total to 100%

Management* Demographics		2025	2024	2023	2022
Gender	Males	78%	80%	82%	81%
	Females	20%	17%	17%	16%
	Undisclosed	2%	3%	<1%	3%
Race/Ethnicity	American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	<1%	<1%	<1%	<1%
	Asian (Not Hispanic or Latino) (United States of America)	3%	2%	3%	2%
	Black or African American (Not Hispanic or Latino) (United States of America)	4%	5%	6%	6%
	Hispanic or Latino (United States of America)	2%	2%	1%	2%
	Two or More Races (Not Hispanic or Latino) (United States of America)	1%	<1%	<1%	<1%
	White (Not Hispanic or Latino)	70%	71%	68%	64%
	Undisclosed	20%	18%	20%	14%
Age	<30 Years Old	4%	6%	6%	7%
	30-50 Years Old	47%	49%	49%	47%
	>50 Years Old	49%	45%	45%	46%

*Management is defined as employees with a management level of Chief Executive Officer, President, Senior Vice President, Vice President, Director, Senior Operations Manager, Operations Manager, Manager, Plant Manager, Assistant Plant Manager, Office Manager, or Supervisor

Due to rounding, some sections may not total to 100%

Executive Leadership* Demographics		2025	2024	2023	2022
Gender	Males	85%	80%	81%	82%
	Females	15%	20%	19%	18%
Race/Ethnicity	Asian (Not Hispanic or Latino) (United States of America)	9%	8%	8%	5%
	Black or African American (United States of America)	6%	8%	8%	NR
	Identified as a Race/Ethnicity outside of the USA	0%	4%	8%	NR
	White (Not Hispanic or Latino) (United States of America)	70%	70%	64%	63%
	Undisclosed	15%	10%	12%	16%
Age	<30 Years Old	0%	0%	0%	0%
	30-50 Years Old	20%	20%	14%	16%
	>50 Years Old	80%	80%	86%	84%

*Executive Leadership is defined as employees with a management level of Chief Executive Officer, President, Senior Vice President, or Vice President

REMUNERATION OF WOMEN TO MEN

Based on median salary of women to men

	2025	2024	2023	2022
Australia / New Zealand	1.0	1.0	0.9	0.9
Europe	0.9	0.7	0.8	0.8
North America	1.2	1.2	1.2	1.1



LABOR UNION REPRESENTATION

	2025	2024	2023	2022
Percent of employees represented by a labor union	23%	22%	24%	18%
<i>Koppers operates in accordance with the US National Labor Relations Act (NLRA)</i>				

PARENTAL LEAVE

	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Total number of employees entitled to parental leave	1,226	211	1,000	285	1,149	291	1,471	243
Total number of employees that took parental leave ¹	12	2	17	5	9	3	19	4
Total number of employees that returned to work in the reporting period after parental leave ended	12	2	17	5	9	3	18	3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	12 ²	2 ²	N/A	N/A	N/A	N/A	18	3
Return-to-work rate of employees that took parental leave	100%	100%	100%	100%	N/A	N/A	95%	75%
Retention rate of employees that took parental leave	100%	100%	N/A	N/A	N/A	N/A	95%	75%

1. Parental Leave totals indicate only employees who utilized Koppers parental leave benefit. This does not include employees who only took short term disability related to birth, as that information is not public.

2. This cannot be accurately reported for 2025 because, due to the timing of parental leave, some employees who took leave have not yet been back in the office for a full 12 months.

HEALTH & SAFETY METRICS

Health and Safety Lagging Indicators				
	2025	2024	2023	2022
Fatalities	0	0	0	0
Days Away Restricted Transfer (DART) Rate ⁽¹⁾	1.15	1.51	1.71	1.79
DART Injuries/Illnesses	25	36	42	42
Total Serious Incident Rate ⁽²⁾	0.05	0.08	0.08	0.09
Total Serious Injuries/Illnesses	1	2	2	2
Number of Hours Worked	4,339,951	4,763,660	4,914,847	4,683,780
Total Recordable Cases	45	60	67	72
Main Types of Work-Related Ill Health	Heat exhaustion, skin irritation	Heat exhaustion, skin irritation	Heat exhaustion, hearing loss	Heat exhaustion, skin irritation
Main Types of Work-Related Injury	Strains/Sprains, Fractures and Cuts/Lacerations	Strains/Sprains and Bruises Contusions	Strains/Sprains and Bruises Contusions	Sprains/Strains and Cuts/Lacerations

1. Days Away Restricted Transfer Rate: $[(\text{Days Away and Restricted Transfer injuries/illnesses} \times 200,000) / \text{Total Work Hours}]$

2. Total Serious Incident Rate: $[(\text{Total serious incident injuries/illnesses} \times 200,000) / \text{Total Work Hours}]$

Health and Safety Leading Indicators								
	2025	2024	2023	2022	2021	2020	2019	2018
Safety Observations	27,187	22,325	21,996	17,000	18,705	17,077	14,656	2,393
Physical Hazards Identified	3,638	3,232	2,783	2,232	2,533	2,643	1,863	780
Near Misses Reported	203	179	198	177	202	237	373	217

Fleet Safety Metrics

	2025	2024	2023	2022
Reduction in Speeding events Year over Year ¹	86%	52%	55%	29%
Number of Transport Incidents ²	0	0	1	5

1. Criteria measured by comparing January 1 and December 31 vs. Year-over-Year.

2. Defined by SASB as significant events that involve transportation and require reporting to any regulatory body.

Process Safety Metrics

	2025	2024	2023	2022	2021
Process Safety Incidents Count (PSIC)	3	3	0	0	4
Process Safety Total Incident Rate (PSTIR)	0.64	0.58	0	0	0.63
Process Safety Incident Severity Rate (PSISR)	6.21	6.39	0	0	3.45

Process Safety Total Incident Rate = $(\text{Total number of process safety events} \times 200,000) / (\text{Total amount of working hours})$

Process Safety Incident Severity Rate = $(\text{Weighted ranking of events as defined by 48 of API 754 Table D.1-Tier 1 PSE Severity Ranking} \times 200,000) / (\text{Total amount of working hours})$

Work hours are calculated as all processing site work hours for the year minus admin hours.

EMPLOYEE WELLNESS METRICS

	2025	2024	2023
Percent of employees with access to Wellness Programs	100%	100%	87%
Wellbeats enrollment ¹	35%	38%	33%
Wellbeats utilization ²	88%	NR	NR
Percent of engagement survey responses who agreed there were mental health awareness resources at Koppers	77%	74%	76%

1. Enrollment represents the percentage of employees who have an active Wellbeats account during the reporting period.

2. Utilization reflects the percentage of days in the reporting period in which employees accessed or used the Wellbeats platform.

AIR EMISSIONS

	2025	2024	2023	2022
Ozone-Depleting Substances (ODS) (kg)	15	15	18	18
Nitrogen Oxides (NOx) (MT)	233	303	319	292
Sulfur Oxides (SOx) (MT)	163	321	1259	367
Volatile Organic Compounds (MT)	490	615	401	403
Nitrogen Dioxide (N2O) (MT)	48	14	NR	NR
Methane (CH4) (MT)	45	43	NR	NR

SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS

	2025	2024	2023	2022
Scope 1 GHG Emissions (Metric Tons CO ₂ e)	270,710	302,324	311,937	334,538
Scope 2 GHG Emissions (Metric Tons CO ₂ e)	52,476	75,711	70,827	82,818

Note that 2024 calculations were revised based on a site-specific biogenic-based fuel HHV testing program. This program provided a site-specific HHV for biogenic fuel utilized at sites. Actual data was lower than the emission factor used previously, thus resulting in lower actual emissions than what was reported previously. 2025 values also reflect this updated HHV.

GHG Emissions Calculations

For Scope 1, 2 and 3 emissions, CO₂ is the predominant gas included in the calculation, as it is from combustion of fuels. Our CO₂e total also includes small amounts of CH₄, N₂O, and refrigerants.

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Scope 3 GHG emissions are calculated in accordance with the GHG Protocol.

Metric Ton = 1000 kg

ENERGY CONSUMPTION

Energy Usage and Emission Intensity Trends				
Category	2025	2024	2023	2022
Primary ¹ Energy Consumption (GJ)	4,082,163	4,000,215	4,409,394	3,538,838
Purchased Energy Consumption (GJ)	415,152	521,614	593,846	606,870
Total Energy Consumption (GJ)	4,497,315	4,521,828	5,003,240	4,145,708
Renewable Energy Consumption (GJ)	872,729	844,328	888,776 ²	975,110
Non-renewable Energy Consumption (GJ)	3,209,434	3,155,886	3,520,922	2,564,661
Renewable Energy Fraction	19%	19%	18%	24%
Energy intensity (GJ) / Thousands USD Revenue	2.39	2.16	2.32	2.09
Greenhouse gas emissions intensity (MTCO ₂ e) / Thousands USD Revenue	0.176	0.182	0.178	0.211

1. Primary energy is all energy associated with our Scope 1 emissions.

2. 2023 Renewable Energy includes only biofuel energy consumption. Other years include biofuel and renewable energy consumption.

3. 2024 data revised based on the updated, site-specific HHV values.

2025 Solar Energy Breakdown

	Total Solar Energy Generated (GJ)	Total Solar Energy Distributed (GJ)
Mt. Gambier, South Australia (AUS)	173	82
Grafton, New South Wales (AUS)*	359	126
Mayfield, New South Wales (AUS)	455	0
Wiri, Queensland (AUS)	81	0
Total	1,068	209

*Grafton energy generated is estimated.

Solar Energy Trends

	2025	2024	2023	2022
Total Solar Energy Generated (GJ)	1,068	926	608	541
Total Solar Energy Distributed (GJ)	209	263	304	196

The increase in solar energy from 2023 to 2024 was due to the addition of a solar array at the Mayfield, AUS, facility.

ENVIRONMENTAL PERFORMANCE & COMPLIANCE

Environmental Spills and Water Permit Limit Exceedances

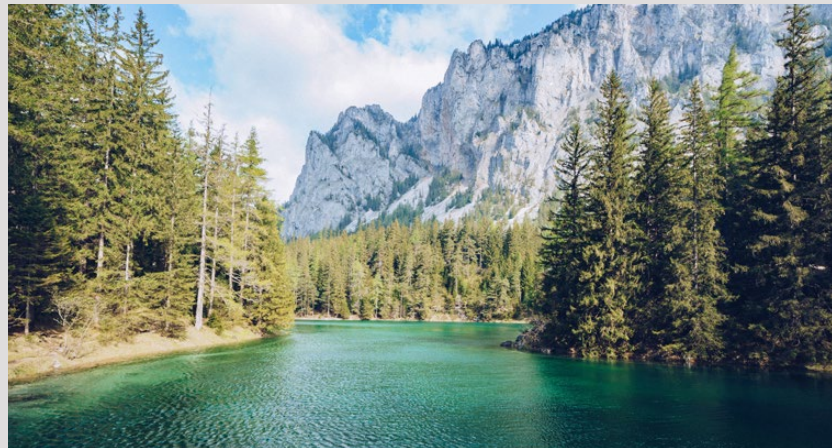
	2025	2024
Reportable Releases (MT)	<1	9
Reportable Releases (Count)	10	11
Water Permit Limit Exceedances (Count)	12	7

Reportable Release: A spill, leak, or un-permitted release of any material or product during handling, operations, or transportation that is required by applicable law or regulation to be reported to regulatory authorities due to the amount or type of material, release location, and/or impact of the release.

Environmental Hazards Identified

2025

552

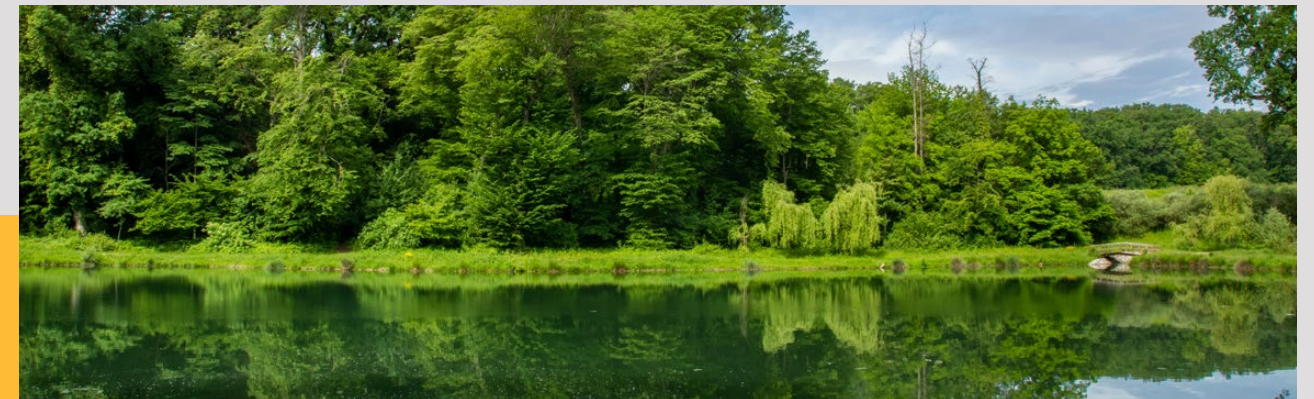


WASTE

Waste Generation, Disposal Breakdown & Trends (MT)

		2025	2024	2023	2022
Non-Hazardous	Total (MT)	99,885	97,891	87,796	72,904
	Wood Byproducts composted, recycled, or recovered for energy	70%	61%	77%	75%
	Non-Hazardous Waste Recycled	4%	13%	4%	5%
	Non-Hazardous Waste Landfilled	26%	23%	14%	20%
	Other Non-Hazardous Waste	<1%	3%	5%	<1%
Hazardous*	Total (MT)	4,111	5,102	46,274	30,957
	Hazardous Waste sent offsite for Energy Recovery	16%	63%	91%	21%
	Hazardous Waste Landfilled	48%	24%	5%	11%
	Hazardous Waste Incinerated	33%	13%	2%	7%
	Other Hazardous Waste Management	4%	1%	<1%	61%

*Hazardous Waste is defined by local regulations.



WATER

Water Withdrawal (ML)			
	2025	2024	2023
Municipal Water	932	1,169	1,097
Surface Water	3,206	4,198	3,997
Recycled Water	33	51	20
Other	346	300	266
Total	4,517	5,667	5,360



Water Discharge (ML)			
	2025	2024	2023
Discharged to Publicly Owned Treatment Works for Offsite Treatment	784	952	1,002
Direct Discharge, Following Onsite Treatment	77	100	101
Direct Discharge, Non-Contact Cooling Water	3,155	4,198	3,997
Other	1	0	50
Total	4,016	5,251	5,578

Water Consumption (Withdrawals Less Discharges) in Water Stressed Areas (ML)			
	2025	2024	2023
Water Consumption (ML)	501	416	-218
Water Consumption in Water Stressed Areas (ML)	-84	NR	NR

Note: Due to dewatering of raw materials, it is common for certain facilities to discharge more water than is withdrawn.

Water Withdrawals and Discharges in Water Stressed Areas (ML) *

		2025
Water Withdrawals	Municipal Water	392
	Surface Water	0
	Recycled Water Usage	20
	Other	11
	Total	423
Water Discharges	Discharged to Publicly Owned Treatment Works for Offsite Treatment	507
	Direct Discharge, Following Onsite Treatment	0
	Direct Discharge, Non-Contact Cooling Water	0
	Other	<1
	Total	507

*Defined as Extremely High Water Stress by WRI Aqueduct

Note: 26% of Operating Locations "treating plants and distillation plants" are located in areas defined as Extremely High Water Stress by WRI Aqueduct.

PRODUCT STEWARDSHIP

	2025	2024	2023	2022
Number of product-related regulatory violations or fines	0	0	0	0
Number of product safety incidents or recalls	0	0	0	0

SUPPLY CHAIN RESPONSIBILITY

	2025	2024	2023	2022
UIP Percent Spend on Certified Sustainably Managed Forests*	39%	38%	27%	26%

*Certifications include FSC, SFI, and ATF

MANAGEMENT SYSTEM CERTIFICATIONS

The facilities listed below are certified to ISO 14001 and RC14001, representing approximately 53% of Koppers total treating and chemical manufacturing locations. ISO 14001 is an internationally recognized environmental management system standard that provides a framework for managing environmental responsibilities in a systematic and continuous manner, while RC14001 combines ISO-based environmental management requirements with the American Chemistry Council’s Responsible Care® principles to strengthen performance in environmental protection, health, safety, and security.

The Nyborg, Denmark, facility is also certified to the ISO 50001 Energy Management Standard, representing 3% of Koppers total treating and chemical manufacturing locations. ISO 50001 is an internationally recognized energy management system standard that provides a framework for continual improvement of energy usage through better data measuring, management, target setting, and review.

Koppers Location	Unit
Ashcroft, CAN	RPS
Bunbury, AUS	KWP
Florence, SC, USA	RPS
Galesburg, IL, USA	RPS
Grafton, AUS	KWP
Guthrie, KY, USA	RPS
Hubbell, MI, USA	PC
Koppers HQ, PA, USA	HQ
Longford, AUS	KWP
Mayfield, AUS (Newcastle)	CMC

Koppers Location	Unit
Millington, TN, USA	PC
North Little Rock, AR, USA	RPS
Nyborg, DEN	CMC
Peachtree City, GA, USA	Research PC
Roanoke, VA, USA	RPS
Rock Hill, SC, USA	PC
Somerville, TX, USA	RPS
Stickney, IL, USA	CMC
Susquehanna, PA, USA	RPS
Takura, AUS	KWP

ADDITIONAL INFORMATION

Ethics

We endeavor to train 100% of our employees annually on business ethics. Based on our current records, 79% of our employees completed their 2025 training on business ethics and related issues to ensure that Koppers as a company is working together to prevent corruption globally across the business.

	2025	2024	2023	2022
Number of reports sent to our ComplianceLine	22	19	36	32
Number of confirmed corruption incidents	0	0	0	0
Number of confirmed information security incidents	0	0	0	0

European Union’s Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program

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, encouraging proper and safe handling and registering the information in the European Chemicals Agency’s central database.

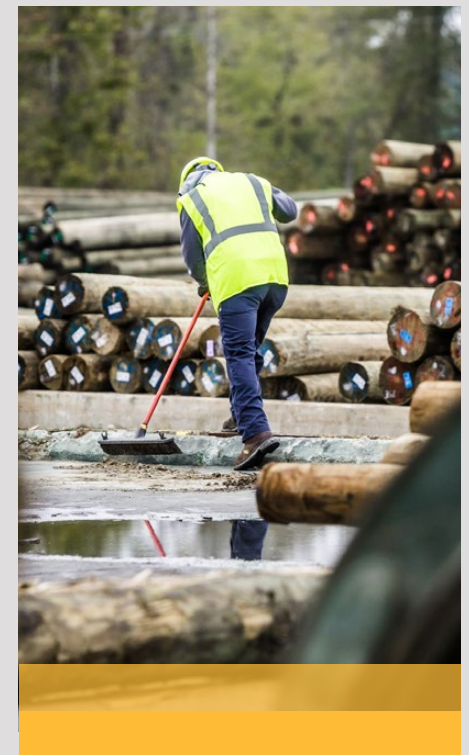
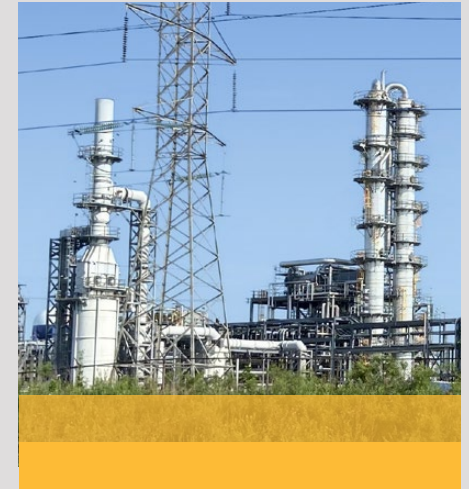


MEMBERSHIP ASSOCIATIONS

- Advanced Robotics for Manufacturing® Institute
- American Coke and Coal Chemicals Institute
- American National Standards for Wood Utility Poles
- American Petroleum Institute
- 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 (AFPA)
- Coal Chemistry Europe
- Creosote Council Europe
- European Chemical Industry Council
- European Institute for Wood Preservation
- Finnish Wood Preserving Association
- Forest Industries Federation Western Australia (FIFWA)
- GoRail
- National Association of Manufacturers
- Nordic Fire-Retardant Association
- Nordic Wood Protection Association
- North American Maintenance Railway Club
- North American Wood Pole Coalition
- Pacific Power Association (PPA)
- Pavement Coatings Technology Council
- Polyurethane Manufacturers Association
- Railway Tie Association
- Royal Warrant Holders Association
- Scottish Timber Association
- Southern Pressure Treaters Association
- Structural Timber Association
- Swedish Wood Preserving Association
- The Mineral Metals and Materials Society
- Timber New South Wales (Timber NSW)
- Timber Preservative Manufacturers Association
- Timber Preservers Association of Australia (TPAA)
- Timber Queensland
- Timber Research and Development Association
- Treated Wood Council
- U.S. Chamber of Commerce
- Western Timber Trade Association
- Western Wood Preservers Institute
- Women in Chemicals
- Women in Manufacturing®
- Wood Preservation Canada
- Wood Protection Association

HUMAN TRAFFICKING & MODERN SLAVERY AWARENESS

Since 2019 we have provided training to our employees on recognizing the signs of modern slavery and human trafficking to enable awareness when traveling. Currently, 100% of our commercial and non-commercial drivers have completed this training.



GRI CONTENT INDEX

STATEMENT OF USE

Statement of use	Koppers Inc. has reported in accordance with the GRI Standards for the reporting period January 1, 2025, to December 31, 2025
GRI 1 used	GRI 1 Foundation 2021

GRI 2: GENERAL DISCLOSURES 2021

GRI Disclosure	Response
2-1	Organizational details Koppers Holdings Inc. Publicly traded company 436 Seventh Avenue, Pittsburgh, Pennsylvania 15219-1900
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 About Koppers, Pg: 6 and in our 2025 Annual Report, Pgs: 4-6
2-3	Reporting period, frequency, and contact point The reporting period is January 1, 2025, through December 31, 2025. 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 Heath Huschak, VP, Risk Management and Sustainability; Contact: SustainabilityTeam@koppers.com .
2-4	Restatements of information There are no restatements for the 2025 CSR Report.
2-5	External assurance Koppers is not seeking assurance for this year's 2025 CSR Report.
2-6	Activities, value chain, and other business relationships About Koppers, Pg: 6; 2025 Annual Report, Pgs: 4-6
2-7	Employees Employee Recruitment, Retention, & Experience, Pg: 14 Please note that we do not require some data points to be entered by our European and Australian colleagues regarding identity. Variation between this year's data and last year's data is less than 1%.
2-8	Workers who are not employees We currently do not track this information, as the third-party temporary hiring companies we engage with track and monitor this information.
2-9	Governance structure and composition Sustainability Governance, Pg: 10
2-10	Nomination and selection of the highest governance body 2025 Proxy Statement, Pg: 14

GRI 2: GENERAL DISCLOSURES 2021

GRI Disclosure	Response
2-11	Chair of the highest governance body 2025 Proxy Statement, Pg: 18
2-12	Role of the highest governance body in overseeing the management of impacts Sustainability Governance, Pg: 10
2-13	Delegation of responsibility for managing impacts Sustainability Governance, Pg: 10
2-14	Role of the highest governance body in sustainability reporting Sustainability Governance, Pg: 11
2-15	Conflicts of interest Code of Conduct, Pg: 11
2-16	Communication of critical concerns The Leadership Council is made aware of any critical concerns through our Steering Committee and other members of leadership.
2-17	Collective knowledge of the highest governance body Sustainability Governance, Pg: 11; 2025 Proxy Statement, Pgs: vi
2-18	Evaluation of the performance of the highest governance body 2025 Proxy Statement, Pgs: 21-28
2-19	Remuneration policies 2025 Proxy Statement, Pgs: 21-28
2-20	Process to determine remuneration 2025 Proxy Statement, Pgs: 21-28
2-21	Annual total compensation ratio 2025 Proxy Statement, Pg: 42
2-22	Statement on sustainable development strategy Executive Messages, Pgs: 3-4; Sustainability Governance, Pg: 10
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 our 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.

GRI 2: GENERAL DISCLOSURES 2021

GRI Disclosure	Response
2-25	Process to remediate negative impacts 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 Advisory Panels. For commitments to remediate negative impacts, see About this Report, Pg: 8; Sustainability Governance, 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: www.mycompliancereport.com/brand/koppers . Sustainability Governance, Pg: 10.
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 2024 Annual Report, Pg: 7.
2-28	Membership associations Additional Metrics, Pg: 47
2-29	Approach to stakeholder engagement Materiality, Pg: 9
2-30	Collective bargaining agreements Additional Metrics, Pg: 48

GRI 3: MATERIAL TOPICS 2021

GRI Disclosure	Response
3-1	Process to determine material topics Materiality, Pg: 9
3-2	List of material topics Materiality, Pg: 9
3-3	Management of Material Topics Materiality, Pg: 9

GRI 204: PROCUREMENT PRACTICES 2016

GRI Disclosure	Response
3-3	Management of material topics Supply Chain Responsibility, Pg: 32
204-1	Proportion of spending on local suppliers Due to tracking suppliers based on billing information, not on the source of the product, we are currently unable to track the locality of suppliers.

GRI 302: ENERGY 2016

GRI Disclosure	Response
3-3	Management of material topics Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
302-1	Energy consumption within the organization Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
302-2	Energy consumption outside of the organization Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
302-3	Energy intensity Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
302-4	Reduction of energy consumption Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
302-5	Reductions in energy requirements of products and services Due to the nature of our products, this disclosure is not applicable.

GRI 303: WATER AND EFFLUENTS 2016

GRI Disclosure	Response
3-3	Management of material topics Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
303-1	Interactions with water as a shared resource Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
303-2	Management of water discharge-related impacts Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
303-3	Water withdrawal Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
303-4	Water discharge Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
303-5	Water consumption Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45

GRI 305: EMISSIONS 2016		
GRI Disclosure		Response
3-3	Management of material topics	Climate Change Mitigation & Adaptation, Pgs: 23-27
305-1	Direct (scope 1) GHG emissions	Climate Change Mitigation & Adaptation, Pgs 23-27; Additional Metrics, Pgs: 43-44
305-2	Energy indirect (scope 2) GHG emissions	Climate Change Mitigation & Adaptation Pgs 23-27; Additional Metrics, Pgs: 43-44
305-3	Other indirect (scope 3) GHG emissions	Climate Change Mitigation & Adaptation, Pgs: 23-27
305-4	GHG emissions intensity	Climate Change Mitigation & Adaptation Pgs 23-27; Additional Metrics, Pgs: 43-44
305-5	Reduction of GHG emissions	Climate Change Mitigation & Adaptation Pgs 23-27; Additional Metrics, Pgs: 43-44
305-6	Emissions of ozone-depleting substances (ODS)	Additional Metrics, Pgs: 43-44
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Additional Metrics, Pgs: 43-44

GRI 306: EFFLUENTS AND WASTE 2016		
GRI Disclosure		Response
3-3	Management of material topics	Environmental Performance & Compliance, Pgs: 28-30
306-1	Water discharge by quality and destination	Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
306-2	Waste type by disposal and method	Environmental Performance & Compliance, Pg: 29; Additional Metrics, Pgs: 44-45
306-3	Significant spills	Environmental Performance & Compliance, Pg: 28; Additional Metrics, Pgs: 44-45
306-4	Transport of hazardous waste	Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
306-5	Water bodies affected by water discharges and/or runoff	Environmental Performance & Compliance, Pg: 28; Additional Metrics, Pgs: 44-45

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
GRI Disclosure		Response
3-3	Management of material topics	Product & Supply Chain Responsibility, Pg: 34
308-1	New suppliers that were screened using environmental criteria	Product & Supply Chain Responsibility, Pg: 34
308-2	Negative environmental impacts in the supply chain and actions taken	Product & Supply Chain Responsibility, Pg: 34

GRI 401: EMPLOYMENT 2016		
GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pgs: 14-16 Additional Metrics, Pg: 38
401-1	New employee hires and employee turnover	Employee Recruitment, Retention, & Experience, Pg: 14 Additional Metrics, Pg: 38
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Currently Koppers offers the following benefits to full-time employees working more than 24 hours per week: 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, retirement provision, and parental leave. Koppers also provides these benefits at no cost to employees: Life Insurance, Accidental Death & Dismemberment (AD&D) Coverage, Long Term Disability (LTD), LifeMatters Resources (EAP), Short Term Disability (Salary Continuance), and Wellbeats – virtual fitness, nutrition & mindfulness benefit.</p> <p>Employees working more than 20 hours per week are entitled to stock ownership options. For Australian employees, we pay all employees leave loading – 20% for FT & PT employees and 25% casual loading for casual employees, as they do not accrue entitlements (annual leave/sick leave/long service leave)</p>
401-3	Parental leave	Additional Metrics, Pg: 41 Koppers offers varying levels of parental leave across all countries.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016

GRI Disclosure		Response
3-3	Management of material topics	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-1	Occupational health and safety management system	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-2	Hazard identification, risk assessment, and incident investigation	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-3	Occupational health services	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-5	Worker training on occupational health and safety	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-6	Promotion of worker health	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-7	Prevention and mitigation of occupational health and safety management system Impacts directly linked by business relationships	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-8	Workers covered by an occupational health and safety management system	All employees and contractors are covered by our Responsible Care Management System.
403-9	Work-related injuries	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42
403-10	Work-related ill health	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg: 42

GRI 404: TRAINING AND EDUCATION 2016

GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pg: 15
404-1	Average hours of training per year per employee	Employee Recruitment, Retention, & Experience, Pg: 19; Additional Metrics, Pg: 38 Koppers currently does not track training by gender or employee category as it does not align with our data collection framework. As we review and refine the data we collect, we will consider reporting this in the future.
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Recruitment, Retention, & Experience, Pg: 15
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees are eligible for regular performance reviews.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

GRI Disclosure		Response
3-3	Management of material topics	Employee Recruitment, Retention, & Experience, Pg: 16
405-1	Diversity of governance bodies and employees	Employee Recruitment, Retention, & Experience, Pg: 14; Additional Metrics, Pgs: 40-41
405-2	Ratio of basic salary and remuneration of women to men	Additional Metrics, Pgs: 40-41

GRI 413: LOCAL COMMUNITIES 2016

GRI Disclosure		Response
3-3	Management of material topics	Local Communities, Pgs: 20-21
413-1	Operations with local community engagement, impact assessments, and development programs	Local Communities, Pgs: 20-21
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 currently assessing potential impacts on local communities to better understand opportunities for community involvement.

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

GRI Disclosure		Response
3-3	Management of material topics	Supply Chain Responsibility, Pg: 34
414-1	New suppliers that were screened using social criteria	Supply Chain Responsibility, Pg: 34
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Responsibility, Pg: 34

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

GRI Disclosure		Response
3-3	Management of material topics	Product & Supply Chain Responsibility, Pgs: 32-33
416-1	Assessment of the health and safety impacts of product and service categories	Product & Supply Chain Responsibility, Pgs: 32-33
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Stewardship, Pgs: 32; Additional Metrics, Pg: 45

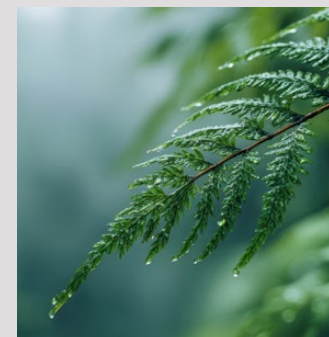
SASB INDEX

ACCOUNTING METRIC	CODE	RESPONSE
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Climate Change Mitigation & Adaptation, Pgs: 23-27 0% of our emissions are covered under emission-limiting regulations
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	RT-CH-110a.2	Climate Change Mitigation & Adaptation, Pgs: 23-27
Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Additional Metrics, Pgs: 43-44
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	Climate Change Mitigation & Adaptation, Pgs: 23-27; Additional Metrics, Pgs: 43-44
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	We are not reporting this metric this year while we improve our tracking and anticipate reporting for 2026. For information on how we manage environmental impacts, please refer to Environmental Performance & Compliance, Pgs: 28-30; Additional Metrics, Pgs: 44-45
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Environmental Performance & Compliance, Pgs: 28-30
(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	Environmental Performance & Compliance, Pgs: 29; Additional Metrics, Pgs: 44-45
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Local Communities, Pgs: 20-21
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Employee Health, Safety, & Wellness, Pgs: 17-19; Additional Metrics, Pg. 42
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	All Koppers facilities undergo a Comprehensive Industrial Hygiene (IH) 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 exposed to high noise environments for hearing loss. Hearing Conservation Programs, hearing protection, and noise-reducing engineering controls are implemented as appropriate to reduce exposure to employees.
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	62% of Koppers chemicals portfolio by revenue are from products designed to increase resource efficiency during their use-phase, based on 2025 sales data.
(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	RT-CH-410b.1	98% of Koppers chemicals portfolio contain Globally Harmonized System of Classification and Labeling of Chemicals Category 1 and 2 Hazardous Substances. Currently, hazard risk assessments are complete for 92% of Koppers chemicals portfolio.

ACCOUNTING METRIC	CODE	RESPONSE
Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	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, to enable their safe handling, and registers the information in the European Chemicals Agency’s central database. Any products found to include chemicals of concern 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: 32-33
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Not Applicable.
Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	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.
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Health & Safety, Pg: 42
Number of transport incidents	RT-CH-540a.2	Health & Safety, Pg: 42
Production by reportable segment	RT-CH-000.A	2025 Annual Report, Pg: 30

ISSB CLIMATE-RELATED DISCLOSURE INDEX FOR IFRS S2

1. GOVERNANCE		
Disclosure Description		Response
Disclose information about the governance processes, controls, and procedures an entity uses to monitor, manage, and oversee climate-related risks and opportunities. Specifically, an entity shall disclose:	a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Sustainability Governance, Pgs: 10-12 Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9 2025 Proxy Statement, Pgs. 12-13
	b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Sustainability Governance, Pg: 10-12 Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs 4-9 2025 Proxy Statement, Pgs. 12-13



2. STRATEGY		
Disclosure Description		Response
Disclose strategy for managing climate-related risks and opportunities. Specifically, an entity shall disclose:	a) the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	2025 Annual Report, Pgs: 10-24 Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs 4-9
	b) the current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.	2025 Annual Report, Pgs: 10-24 Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9
	c) the effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan.	Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9 Koppers has not yet developed a formal climate transition plan. We are enhancing our approach for how we assess and report climate risks and plan to disclose updates in future reports as they become relevant.
	d) the effects of those climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance, and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning.	Koppers discloses any material risks and opportunities within the Annual Report and the effects they have on Koppers financial position. We do not disclose many of the details of those effects due to the sensitivity of that information. We are enhancing our process for how we assess and report on climate risk and plan to disclose updates in future reports as they become relevant. We report on qualitative effects in our 2025 Annual Report, Pgs: 20-24 and within the section Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9
	e) the climate resilience of the entity's strategy and its business model to climate-related changes, developments, and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.	We have evaluated the resilience of our businesses for a variety of uncertainties, which includes the effects of climate change. Any material concerns related to our business model would be included within the Annual Report. We plan to disclose updates in future reports as they become relevant.

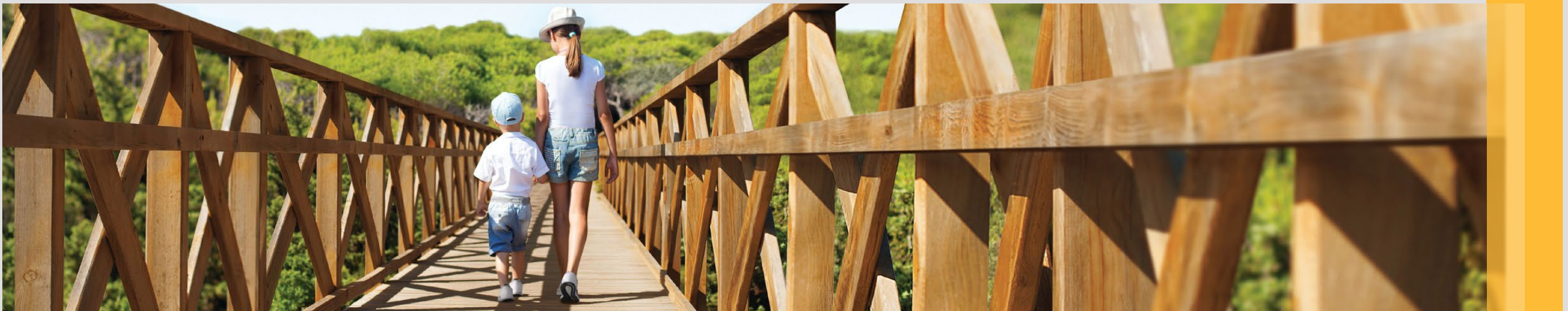
3. CLIMATE-RELATED RISKS AND OPPORTUNITIES		
Disclosure Description		Response
Disclose the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall:	a) describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	2025 Annual Report, Pgs: 10-24 2024–2025 TCFD Report, Pgs: 6-7
	b) explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	2025 Annual Report, Pgs: 10-24 2024–2025 TCFD Report, Pgs: 6-7
	c) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons – short, medium, or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.	2024–2025 TCFD Report, Pg: 5
	d) explain how the entity defines “short term,” “medium term.” and “long term” and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	2024–2025 TCFD Report, Pg: 5

4. BUSINESS MODEL AND VALUE CHAIN

Disclosure Description	Response
<p>Disclose the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose:</p> <p>a) a description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.</p> <p>b) a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities, and types of assets).</p>	<p>Koppers assesses current and anticipated climate-related risks and opportunities through ongoing climate risk analysis, building on disclosures in the 2024–2025 TCFD Report. Identified physical and transition risks may affect operations, assets, supply chain continuity, and capital planning over time. Integration of climate risk considerations into enterprise risk management and capital planning is intended to support operational resilience and informed decision-making across the value chain.</p>

5. STRATEGY AND DECISION-MAKING

Disclosure Description	Response
<p>Disclose the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:</p> <p>a) information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.</p> <p>b) information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with disclosure 5(a).</p> <p>c) quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with disclosure 5(a).</p>	<p>Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs 4-9</p> <p>Koppers has not yet developed a formal climate transition plan. We are advancing our approach for assessing climate risks and plan to disclose future updates as they are available. We plan to disclose updates in future reports as they become relevant.</p> <p>Koppers has not yet formalized a resource plan for responding to identified climate-related risks and opportunities. We are undergoing work and continuing to monitor industry developments and best practices to inform our approach. We plan to disclose updates in future reports as they become relevant.</p> <p>Climate Change Mitigation & Adaptation, Pgs: 23-27 Environmental Performance & Compliance, Pg: 28-30 2024-2025 TCFD Report, Pgs: 4-9</p>



6-7. FINANCIAL POSITION, FINANCIAL PERFORMANCE AND CASH FLOWS

Disclosure Description		Response
Disclose:	<p>a) the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).</p> <p>b) the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows over the short, medium, and long-term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).</p>	Koppers discloses any material risks and opportunities within the Annual Report and the effects they have on Koppers financial position. We do not disclose many of the details of those effects due to the sensitivity of that information. We are enhancing our process for how we assess and report on climate risk and plan to disclose updates in future reports as they become relevant. Qualitative effects of climate-related risks are reported in our 2025 Annual Report, Pgs: 10-24 and within the section Climate Change Mitigation & Adaptation, Pgs: 23-27.
Disclose quantitative and qualitative information about:	a) how climate-related risks and opportunities have affected its financial position, financial performance, and cash flows for the reporting period.	
	b) the climate-related risks and opportunities identified in disclosure 7(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	
	c) how the entity expects its financial position to change over the short, medium, and long-term, given its strategy to manage climate-related risks and opportunities.	
	d) how the entity expects its financial performance and cash flows to change over the short, medium, and long-term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	

8. CLIMATE RESILIENCE

Disclosure Description		Response
Disclose the resilience of the entity's strategy and business model to climate-related changes, developments, and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances. In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:	a) the entity's assessment of its climate resilience as at the reporting date.	We have evaluated the resilience of our businesses for a variety of uncertainties, which includes the effects of climate change. Any material concerns related to our business model would be included within the Annual Report. We plan to disclose updates in future reports as they become relevant.
	b) how and when the climate-related scenario analysis was carried out.	

9. RISK MANAGEMENT

Disclosure Description	Response	
Disclose the entity's processes to identify, assess, prioritize, and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process. Specifically, an entity shall disclose:	a) the process and related policies the entity uses to identify, assess, prioritize, and monitor climate-related risks.	Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9
	b) the processes the entity uses to identify, assess, prioritize, and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.	Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9
	c) the extent to which, and how, the processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Climate Change Mitigation & Adaptation, Pgs: 23-27 2024-2025 TCFD Report, Pgs: 4-9

10. METRICS AND TARGETS

Disclosure Description	Response	
Disclose an entity's progress in measuring, monitoring, and managing its significant climate-related risks and opportunities, including progress towards the targets it has set. Specifically, an entity shall disclose:	a) information relevant to the cross-industry metric categories.	Climate Change Mitigation & Adaptation, Pgs: 23-27
	b) industry-based metrics that are associated with particular business models, activities, or other common features that characterize participation in an industry.	Environmental Performance & Compliance, Pg: 28-30
	c) targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets.	Climate Change Mitigation & Adaptation, Pgs: 23-27 Environmental Performance & Compliance, Pg: 28-30

11. CLIMATE-RELATED METRICS

Disclosure Description	Response	
Disclose information to the cross-industry metric categories of:	a) greenhouse gas emissions.	Climate Change Mitigation & Adaptation, Pgs: 23-27 Additional Metrics Pgs: 43-44
	b) climate-related transition risks – the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Koppers discloses any material risks and opportunities and the effects they may have on Koppers financial position within the Annual Report. We do not disclose many of the details of those effects due to the sensitivity of that information.
	c) climate-related physical risks – the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
	d) climate-related opportunities – the amount and percentage of assets or business activities aligned with climate-related opportunities.	
	e) capital deployment – the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities .	
	f) internal carbon prices.	Koppers has not established an internal carbon price.
	g) Remuneration – the entity shall disclose: i) a description of whether and how climate-related considerations are factored into executive remuneration; and ii) the percentage of executive management remuneration recognized in the current period that is linked to climate-related considerations.	Koppers has not established a process to include climate-related considerations into remuneration at any level of the company.

12-14. CLIMATE-RELATED TARGETS

Disclosure Description		Response
<p>Disclose the quantitative and qualitative climate-related targets an entity has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose:</p>	a) the metrics used to set the target.	<p>Climate Change Mitigation & Adaptation, Pgs: 23-27 Additional Metrics, Pgs: 43-44</p> <p>The Koppers greenhouse gas emissions reduction target has not been validated by a third party, excludes biogenic emissions from the Scope 1 and Scope 2 inventory, and was not developed using a sectoral decarbonization approach.</p>
	b) the objective of the target (for example, mitigation, adaptation, or conformance with sector or science-based initiatives).	
	c) the part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region).	
	d) the period over which the target applies.	
	e) the base period from which progress is measured.	
	f) any milestones or interim targets.	
	g) if the target is quantitative, whether it is an absolute target or an intensity target.	
	h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	
<p>Disclose information about an entity's approach to setting and reviewing each target, and how it monitors progress against each target, including:</p>	a) whether the target and the methodology for setting the target has been validated by a third party.	<p>Koppers does not currently have plans to use carbon credits to offset greenhouse gas emissions to achieve our target.</p>
	b) the entity's processes for reviewing the target.	
	c) the metrics used to monitor progress towards reaching the target.	
	d) any revisions to the target and an explanation for those revisions.	
<p>Disclose information about an entity's performance against each climate-related target and an analysis of trends or changes in the entity's performance. For each greenhouse gas emissions target disclosed in accordance with disclosure 12-14, an entity shall disclose:</p>	a) which greenhouse gases are covered by the target.	
	b) whether Scope 1, Scope 2, or Scope 3 greenhouse gas emissions are covered by the target.	
	c) whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target.	
	d) whether the target was derived using a sectoral decarbonization approach.	
	e) the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits.	

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our 2025 Corporate Sustainability Report outlines the company’s alignment with the United Nations Sustainable Development Goals (SDGs) and highlights how our sustainability efforts support these global priorities. The SDGs comprise 17 goals intended to address key global sustainability challenges, and while they are global in scope, we focus our efforts on the areas where they can have the greatest impact.



UN SDG	APPLICABLE TARGETS	2030 CONTRIBUTING STRATEGIC TARGETS
SDG 3: Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages.	3.4 Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being. 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.	Increase employee participation in wellness programs by 20% compared to our 2024 baseline. Achieve a global Total Recordable Incident Rate (TRIR) that is 45% lower than the weighted industry average.
SDG 8: Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation. 8.8 Protect labor rights and promote safe and secure working environments for all workers.	30% of the salaried workforce will have completed Individual Development Plans. Increase internal job advancements by 20% compared to our 2025 baseline.
SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns.	12.6 Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle. 12.7 Promote public procurement practices that are sustainable.	Assess 80% of existing suppliers with recurring spend greater than \$2M for sustainability initiatives and risks. Publish LCA/EPDs for 50% of product lines with \$50M or greater in global annual sales. Enable the quantification of sustainability impacts of new and modified products. Pursue regulatory / governmental actions that provide solutions for treated wood end-of-life problems.
SDG 13: Climate Action Take urgent action to combat climate change and its impacts.	13.2 Integrate climate change measures into policies, strategies, and planning.	Reduce Scope 1 non-biogenic and Scope 2 greenhouse gas emissions by 20% compared to our 2024 base year. Continue to assess and report on Scope 3 while identifying, communicating, and implementing reduction opportunities. Complete corporate climate risk assessment and implement improvements where necessary.

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